

UNIVERSITY OF SOUTH FLORIDA

# Faculty Handbook



UNIVERSITY of  
**SOUTH FLORIDA**

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The *University of South Florida Faculty Handbook* is maintained by the [Office of the Provost](#). A multitude of people in various offices, too numerous to mention here, have contributed to the extensive revisions of this edition of the Handbook. All who have participated in this effort are due an appreciative note of thanks. Revisions to the current document will be made as needed and subsequent versions will be subject to review and revision. All website links referenced in the current edition were active at the time the document was posted.

**NOTICE:** The language used in the *University of South Florida Faculty Handbook* does not constitute legal terms and conditions of employment, and if any policy or practice described herein is inconsistent with federal law, state law, or existing Collective Bargaining Agreement, such policy or practice is superseded by the applicable law or agreement.

# Preface

Welcome to the University of South Florida!

The University of South Florida (USF) was formally established by legislation in 1955. Five years later, in September 1960, USF opened its doors to more than 1,900 students and 130 charter faculty. Located on a 1,700-acre site that was the former bombing range for Henderson Air Field, USF became the state's first metropolitan university and the first Florida public university to be developed in the 20th century. It is now part of a 12-institution [State University System](#) that spans the state. USF's main campus is located in Tampa, including a downtown USF Health facility, but serves the broader Tampa Bay region through its vibrant campuses located in St. Petersburg and Sarasota-Manatee.

In 2023, USF accepted an invitation to join the American Association of Universities (AAU), which is a prestigious group of the 71 leading research institutions in the United States and Canada. USF is the first public university in Florida to be invited to join the AAU in nearly 40 years and is now one of two institutions from the State University System of Florida to serve as an AAU member. AAU considers numerous factors for membership, such as research activity, faculty excellence and the quality of educational programs, as well as graduation rates and number of lower-income students who receive financial aid through the federal Pell Grant program. More facts and figures regarding USF may be found [here](#).

The *University of South Florida Faculty Handbook* is designed to provide information about the roles and responsibilities of faculty members at USF, as well as information about resources available to them. Given the size and scope of USF, as well as the complexity and fluidity of the times, former handbooks became obsolete at an increasingly rapid pace. Therefore, the current and future versions are presented in a web-based format that allows for occasional updating of pertinent information. Please note that there are a multitude of web links throughout this document; they are current as of the posting date, but be aware that links often change. Also, it is common for accessing a link to generate a generic warning about accessing computer links. All links included in this document have been determined to be safe for opening, at least at the time of the document's posting.

The *University of South Florida Faculty Handbook* is not intended to address all aspects of university life and specific circumstances that faculty members may encounter. However, it serves as a resource by which faculty members may access summary information about a wide range of topics. Readers may find some overlap in coverage because certain topics are pertinent to inclusion in various chapters. The branch campuses of USF, as well as USF Health, may have supplemental materials that contain information specific to their locations.

# Chapter 1: About the University of South Florida

## OVERVIEW OF THE UNIVERSITY OF SOUTH FLORIDA

The University of South Florida, a high-impact research university dedicated to student success and committed to community engagement, generates an annual economic impact of more than \$6 billion. With campuses in Tampa, St. Petersburg and Sarasota-Manatee, USF serves approximately 50,000 students who represent nearly 150 different countries. U.S. News & World Report has ranked USF as one of the nation's top 50 public universities for five consecutive years, and this year USF earned its highest ranking ever among all universities public or private. In 2023, USF became the first public university in Florida in nearly 40 years to be invited to join the Association of American Universities, a prestigious group of the leading universities in the United States and Canada. Through hundreds of millions of dollars in research activity each year and as one of the top universities in the world for securing new patents, USF is a leader in solving global problems and improving lives. USF is a member of the American Athletic Conference. Learn more at [www.usf.edu](http://www.usf.edu).

## MISSION AND GOALS

### Mission

Led by outstanding faculty and professional staff, the University of South Florida conducts innovative scholarship, creative activity and basic and translational research, and delivers a world-class educational experience promoting the success of our talented and diverse undergraduate, graduate, and professional students. As a public metropolitan research university, USF, in partnership with our communities, serves the people of Florida, the nation, and the world by fostering intellectual inquiry and outcomes that positively shape the future - regionally, nationally and globally.

### Goals

- To promote the success of well-educated, highly skilled, and adaptable alums who, as lifelong learners, lead enriched lives, contribute to the democratic process, function as engaged community citizens, and thus thrive in a dynamic global market.
- To conduct high-impact research and innovation to advance frontiers of knowledge, solve global problems and improve lives.
- To be a major social and economic engine creating robust global, national and regional partnerships to build a prosperous and sustainable future for our regional communities and the State of Florida.
- To provide a safe, inclusive and vibrant community for learning, discovery, creative activities and transformative experiences enabled through adaptive design of physical, social and digital environments.
- To practice continuous visionary planning and sound management throughout USF to ensure a strong and sustainable financial base, and to adapt proactively to emerging opportunities in a dynamic environment.

## STRATEGIC PLANNING

The University of South Florida (USF) has emerged as the nation's fastest-rising university over the past decade, a reflection of our unwavering pursuit of excellence for the betterment of our students, research, and the communities we serve.

Propelled by the consolidation of our three campuses in Tampa, St. Petersburg, and Sarasota-Manatee, and our academic assets, USF is uniquely poised to strengthen the Tampa Bay region as a catalyst for regional economic and social growth while maintaining robust national and international impact. USF's aspirations toward becoming a Top-25 public research university and maintaining membership in the Association of American Universities (AAU) are milestones in our pursuit of institutional excellence propelling USF and our vibrant and diverse communities toward a collectively bright future. Learn more about USF's Strategic Plan 2022-2027 "[In Pursuit of Excellence.](#)"

## FACULTY SUCCESS AT USF

Faculty success is a cornerstone of USF's advancement and the lifelong success of our students. The university's strategic holistic approach to Faculty Success is designed to foster personal and professional development with point-in-time resources for early-career, mid-career, and senior faculty with an emphasis on equal access and excellence across all three campuses. The [Faculty Success website](#) provides a variety of faculty resources.

## GENERAL INFORMATION ABOUT THE UNIVERSITY OF SOUTH FLORIDA

The [USF website](#) provides information on a variety of topics regarding resources and services at the university. Some frequently accessed ones are:

- [Alphabetical Index of Administrative Units](#)
- [About USF](#)
- [Academics](#)
- [Admissions](#)
- [Athletics](#)
- [Calendars](#)
- [Communications & Marketing](#)
- [General Counsel](#)
- [Human Resources](#)
- [Information Technology](#)
- [Libraries](#)
- [MyUSF](#)
- [Research & Innovation](#)
- [USF Directory](#)
- [USF Facts and Statistics](#)
- [USF Foundation](#) (Fundraising)



# Chapter 2: Administration and Organization of the University of South Florida

## **BOARD OF GOVERNORS**

[FC Article 9, Section 7\(D\); Sec.1001.70 FS](#)

After the Florida Legislature abolished an existing Board of Regents in 2001, the [Board of Governors \(BOG\)](#) was established in 2002 through a successful citizen petition for a constitutional amendment. The Board has authority to establish missions for each Florida State University System (SUS) university and its articulation with free public schools and Florida community colleges, and to provide coordination in the operation of the SUS institutions.

The Board of Governors consists of 14 citizens (appointed by the governor and confirmed by the senate for staggered seven year terms), the Commissioner of Education, the chair of the state-wide advisory council of SUS faculty senates, and the president of the Florida Student Association. The BOG appoints a Chancellor who serves as the chief executive officer for the Board, and is its official spokesperson in relations with various external constituencies, especially the State Legislature and the Office of the Governor, as well as presidents, trustees, students and other organizations.

## **BOARD OF TRUSTEES**

Each SUS university is governed by a [Board of Trustees \(BOT\)](#), established in 2001 at the time of the abolition of the Board of Regents. The duties and powers of these Boards are determined by Florida Statute ([Sec. 1001.71 FS](#)) and by the BOG. Among their chief responsibilities are selection of a president and the determination of institutional rules. Where a collective bargaining agreement exists, such as USF, these rules may not conflict with the terms of a ratified contract.

Each BOT is composed of six members chosen by the Governor and five members selected by the BOG; these 11 members serve staggered five year terms. In addition, the heads of the university faculty senate and the student body are members of the BOT.

## **PRESIDENT**

The president is the chief executive officer of the state university, is the corporate secretary of the university board of trustees, and is responsible for the operation and administration of the university. The president is the person ultimately accountable for every aspect of the university; the president or designees are the only ones who may enter into contracts on behalf of the university, determine whether the university should be closed for an emergency, or speak as official representatives of the university.

The president has line authority over the major academic and administrative officers of the university, as well as the regional chancellors of St. Petersburg and Sarasota-Manatee campuses.

## ACADEMIC ORGANIZATION

### Academic Affairs

Responsible to the provost and executive vice president for Academic Affairs for administration of academic programs and services are the deans of the colleges and deans/directors of the academic support and enhancement units. Two principal groups advising the provost on academic issues are the Council of Deans and the Faculty Senate Executive Committee.

### Council of Deans

The Council of Deans serves as the primary advisory group to the provost on all issues involving academic programs and how the university can best meet its academic mission in the state and region. The Council of Deans is composed of all college and university deans.

### Faculty Senate Executive Committee

The Faculty Senate Executive Committee is composed of the leadership of the Faculty Senate and meets regularly with the provost to receive information and to advise on matters related to faculty issues. (For information about the Faculty Senate and this committee, see Chapter 3.)

### USF Health

Responsible to the executive vice president for USF Health for administration of academic programs and services in USF Health are the deans of the colleges. Two principal groups advising the executive vice president for USF Health on academic issues are the Executive Leadership Team and the USF Health Academic Council.

### Executive Leadership Team

The Executive Leadership Team serves as an advisory group to the executive vice president for USF Health on all matters involving any of the three missions of USF Health, teaching, research and clinical. The Executive Leadership Team is composed of all USF Health college deans and vice deans and USF Health assistant and associate vice presidents.

### USF Health Academic Council

USF Health Academic Council. The USF Health Academic Council is the primary advisory group to the executive vice president for USF Health on all issues involving academic programs. The USF Health Academic Council is composed of all USF Health deans, assistant and associate deans of education, research, and the vice president IT/CIO of USF. The director of Shimberg Library, and the CEO of CAMLS are also members.

## COLLEGES

The college is the degree-granting unit of the university and is responsible for the advising, retention, and graduation of students in its degree-granting programs. Each college is administered by a dean, who is responsible for carrying out educational policy established by the faculty and for overseeing the fiscal and administrative

requirements of the college. USF has 14 colleges that offer more than 180 undergraduate majors, graduate, specialist, and doctoral-level degree programs. Nine of these report to the provost and four report to the senior vice president of USF Health.

## **DEPARTMENTS/SCHOOLS**

The department (or school) is the basic academic unit reporting to the dean. Generally, schools are synonymous with departments and usually represent large professional programs. Schools are headed by directors; departments are headed by chairs. Departments and schools are organized under colleges, but not all colleges have individual departments or schools.

## **LIST OF ACADEMIC AFFAIRS COLLEGES**

The colleges that follow, with their respective departments/schools shown, are overseen by a dean who reports to the provost and executive vice president of Academic Affairs.

### **College of Arts and Sciences**

NOTE: The College of Arts & Sciences is organized into three schools of related disciplines, each of which has a set of units designated as departments or schools.

#### **School of Humanities**

[Department of Communication](#)

[Department of English](#)

[Department of History](#)

[Department of Humanities & Cultural Studies](#)

[Department of Philosophy](#)

[Department of Religious Studies](#)

[Department of World Languages](#)

#### **School of Social Sciences**

[Department of Anthropology](#)

[Department of Economics](#)

[School of Information](#)

[School of Interdisciplinary Global Studies](#)

[Department of Journalism & Digital Communication](#)

[School of Public Affairs](#)

[Department of Sociology](#)

[Department of Women's, Gender, and Sexuality Studies](#)

[Zimmerman School of Advertising & Mass Communication](#)

#### **School of Natural Sciences & Mathematics**

[Department of Molecular Biosciences](#)

[Department of Chemistry](#)



[School of Geosciences](#)  
[Department of Integrative Biology](#)  
[Department of Mathematics & Statistics](#)  
[Department of Physics](#)  
[Department of Psychology](#)

### **College of The Arts**

[School of Architecture & Community Design](#)  
[School of Art & Art History](#)  
[School of Music](#)  
[School of Theatre & Dance](#)

### **College of Behavioral and Community Sciences**

[School of Aging Studies](#)  
[Department of Child and Family Studies](#)  
[Department of Communication Sciences & Disorders](#)  
[Department of Criminology](#)  
[Department of Mental Health Law & Policy](#)  
[School of Social Work](#)  
[Louis de la Parte Florida Mental Health Institute \(FMHI\)](#)

### **Muma College of Business**

[Lynn Pippenger School of Accountancy](#)  
[Kate Tiedemann School of Business & Finance](#)  
[School of Hospitality & Tourism Management](#)  
[School of Information Systems & Management](#)  
[School of Marketing & Innovation](#)  
[Baldwin Risk Partners School of Risk Management and Insurance](#)

### **College of Education**

NOTE: The College of Education does not have websites for the individual departments listed below. For a list of specialties within each department, see [www.usf.edu/education/about-us/departments.aspx](http://www.usf.edu/education/about-us/departments.aspx).

Department of Curriculum, Instruction, & Learning  
Department of Educational & Psychological Studies  
Department of Language, Literacy, Ed.D, Exceptional Education, & Physical Education  
Department of Leadership, Policy, & Lifelong Learning

### **College of Engineering**

[Department of Chemical, Biological and Materials Engineering](#)  
[Department of Civil & Environmental Engineering](#)  
[Department of Computer Science & Engineering](#)

[Department of Electrical Engineering](#)  
[Department of Industrial and Management Systems Engineering](#)  
[Department of Mechanical Engineering](#)  
[Department of Medical Engineering](#) [joint with the College of Medicine]

### **Office of Graduate Studies**

### **Judy Genshaft Honors College**

### **Patel College of Global Sustainability**

### **College of Marine Science**

### **LIST OF USF HEALTH COLLEGES**

Note: Only the College of Medicine has departments. The colleges that follow, with their respective departments/schools shown, are overseen by a dean who reports to the executive vice president for USF Health.

### **Morsani College of Medicine**

[Department of Dermatology & Cutaneous Surgery](#)  
[Department of Family Medicine](#)  
[Department of Internal Medicine](#)  
[Department of Medical Education](#)  
[Department of Medical Engineering](#) [joint with the College of Engineering]  
[Department of Molecular Medicine](#)  
[Department of Molecular Pharmacology & Physiology](#)  
[Department of Neurology](#)  
[Department of Neurosurgery](#)  
[Department of Obstetrics & Gynecology](#)  
[Department of Oncologic Sciences](#)  
[Department of Ophthalmology](#)  
[Department of Orthopaedics & Sports Medicine](#) [including [Athletic Training Program](#)]  
[Department of Otolaryngology](#)  
[Department of Pathology & Cell Biology](#)  
[Department of Pediatrics](#)  
[Department of Plastic Surgery](#)  
[Department of Psychiatry & Behavioral Neurosciences](#)  
[Department of Radiology](#)  
[Department of Surgery](#)  
[Department of Urology](#)  
[Physician Assistant Program](#)  
[School of Physical Therapy & Rehabilitation Sciences](#)

## **College of Nursing**

## **College of Public Health**

## **Taneja College of Pharmacy**

[Department of Pharmaceutical Sciences](#)

[Department of Pharmacotherapeutics & Clinical Research](#)

## **OTHER UNIVERSITY ACADEMIC OFFICES**

### **Center for Innovative Teaching and Learning (CITL)**

The Center for Innovative Teaching and Learning (CITL) fosters excellence and enriches learning by providing USF faculty, graduate teaching assistants, and academic programs with customized resources and educational development opportunities incorporating evidence-based practices in their courses. Emphasizing learning and teaching as processes, CITL provides programs and resources that strengthen connections and expertise to promote academic success across the university. CITL offerings are centered on growth, empowerment, collaboration, creativity and trust, developing inclusive practices that evolve teaching approaches in practical, impactful ways benefiting all students.

### **Office of Student Success**

Student Success, under the leadership of the vice president for Student Success, is comprised of Admissions; Community Development & Student Engagement; Career Services; Enrollment, Planning & Management; Health & Wellness; Strategy; Undergraduate Studies; and many other programs and initiatives. As an integral part of the academic mission of the USF, Student Success provides students with academic support and out of classroom opportunities that will prepare them for leadership, service, involvement, and work in a global society. Student Success collaborates with students, faculty, and staff to optimize student learning and success by creating programs and innovative experiences in and beyond the classroom. The Office of the Vice President for Student Success and other Student Success leaders play an integral role in creating a safe, healthy, diverse, and inclusive campus environment that facilitates student learning, academic and co-curricular engagement, and discovery.

### **Innovative Education**

Innovative Education (InEd) meets the needs of learners any time and any place through innovative distance learning, summer, intersession, continuing education, workforce development, lifelong learning and pre-college programs. InEd contributes to student success by collaborating with faculty and academic administrators on all campuses to design and develop engaging student-centered online programs, courses and digital content, and innovative classrooms that enhance student collaboration and learning, no matter the physical location. InEd strengthens the quality and breadth of USF's educational offerings by providing a variety of academic support services, including online teaching workshops and certifications, one-on-one consultation and instructional technology support, as well as market research, recruitment marketing, financial modeling and program development and support. InEd aligns with the goals stated in the USF

Strategic Plan, including the desire to meet strategic enrollment targets, improve the university's degree completion rate, and develop and nurture public-private partnerships designed to generate new revenue and ensure institutional financial security.

### **Undergraduate Studies**

The dean of Undergraduate Studies (UGS) has overall responsibility to enhance the quality of the learning experience in undergraduate programs across all colleges and campuses of the university. The dean reports to the vice president for Student Success and is committed to serving the needs of all undergraduate students including those with non-traditional and diverse backgrounds. Undergraduate Studies collaborates with faculty to establish and administer academic policies, assist with undergraduate curriculum development and review, and support proposals for new and revised programs and courses. The dean supervises several units and undergraduate academic programs that are not the purview of a single school or college including the Air Force, Army, and Naval ROTC programs; Bachelor of Science in Applied Science (BSAS); the Bachelor of General Studies (GBS); and Exploratory College Majors (ECM). UGS coordinates several Councils that work directly with the academic colleges and faculty in the development, review, and enhancement of undergraduate programs: [www.usf.edu/undergrad/about-us/councils.aspx](http://www.usf.edu/undergrad/about-us/councils.aspx).

### **Office of Graduate Studies**

The dean of the Office of Graduate Studies reports directly to the provost and executive vice president, but works closely with the leadership at USF Health, college deans, branch campus administrators, and graduate coordinators. The primary responsibilities of this position are to coordinate graduate policies and programs among all USF colleges and campuses, and to provide strong advocacy for the importance of graduate education, especially at a research intensive university.

### **USF Libraries**

The USF Libraries provide information resources, services, and collections to advance USF's teaching, learning and research missions across all three campuses and USF Health. The USF Libraries are dedicated to student academic success; innovative delivery of collections and services; and strategic partnerships and engagement. Collectively, the USF Libraries hold more than two million volumes, including print books and ebooks, and an extensive collection of journals, databases, digital collections, and special collections.

As a result of USF's consolidation in July 2020, faculty and students on any campus can expect the same high-quality research support regardless of their home campus. Our extensive collection of online resources continues to be accessible to faculty and currently-enrolled students from any location with Internet access; physical collections can be directly accessed onsite or requested via interlibrary loan. Faculty or students who wish to contact or visit a specific campus library location are invited to visit:

- [USF Libraries – Tampa campus](#)
- [USF Libraries – St. Petersburg campus](#)
- [USF Libraries – Sarasota-Manatee campus](#)
- [USF Health Sciences Libraries](#)

## **USF World**

USF World serves as the university's gateway for global engagement. The unit is led by a vice president who reports directly to the provost and executive vice president. The leadership of USF World works closely with a diverse community of stakeholders including USF Health, college deans, Graduate Studies, Student Success, Innovative Education, and USF Information Technology. USF World links faculty, students, and staff with resources to promote and support international scholarship and global activities, including: support for international students and visiting scholars, education abroad programming, virtual global academic experiences, the management of international partnerships, programs that promote international research collaboration – including a dedicated Fulbright faculty advisor, Peace Corps programming for graduate and undergraduate students, international travel risk and security services, and international alumni outreach and development. Every faculty member has a profile within the [USF Global Discovery Hub](#). The Hub is a nationally recognized interactive database featuring USF's global footprint including current international partnerships, faculty activities and expertise, and student mobility. USF World has offices on each campus and is ready to support your international endeavors.

# Chapter 3: University Governance

## FACULTY SENATE

The [Faculty Senate](#) is the primary body representing the faculty of the university. As the highest faculty body, the Faculty Senate serves as the parent body for all university-wide faculty committees and councils. The Senate's responsibilities, membership, meetings, and basic structure are established by the Constitution of the Faculty of USF and elaborated in the Bylaws to the Constitution.

The following is meant only as a brief summary of the role of the Faculty Senate. For details, faculty should contact the Faculty Senate Office for a copy of the current Constitution and Bylaws or access those documents on the Faculty Senate web site: [www.usf.edu/faculty-senate](http://www.usf.edu/faculty-senate). All meetings of the Faculty Senate are open to the university community.

## MEMBERSHIP

[Membership](#) in the general faculty of the university shall consist of all full-time faculty members with the rank of Assistant Professor of Instruction, Associate Professor of Instruction, Professor of Instruction, Assistant Research Professor, Associate Research Professor, Research Professor, Assistant Professor, Associate Professor, Professor, Assistant Librarian, Associate Librarian, or Librarian, among other designations. Full-time faculty is defined as 100 percent for 9 months or at least 75 percent for 12 months.

Membership in the Faculty Senate consists of 106 elected members apportioned among and representing the academic units of the university (including USF Health and the St. Petersburg and Sarasota-Manatee campuses).

## JURISDICTION

The Faculty Senate is the [principal faculty advisory body](#) to the president, the provost, and the executive vice president for USF Health, and has the responsibility to review and make recommendations to them concerning decisions on matters pertaining to the welfare of the university, particularly those of special interest to the academic mission of the university. The Faculty Senate helps determine and define university-wide policies on academic matters. It participates in formulating measures for the maintenance of a comprehensive educational policy and for the maximum utilization of the intellectual resources of the university.

## COLLEGE AND DEPARTMENTAL GOVERNANCE

As an educational and administrative unit composed of departments and programs with common educational interests, the college is the central academic home for faculty. The college is governed in its internal administration by the faculty, chairs and directors, and the dean, who is an agent of the college faculty for the execution of college educational policy.

Each college establishes its own governance structure and generally includes one or more advisory bodies to the dean, tenure and promotion committee, one or more academic and curriculum committee(s), and other standing



or ad hoc committees as deemed necessary for the attainment of the college's educational mission. Faculty should consult their dean's office for a copy of their college's governance document.

In most colleges, the department/school is the primary educational and administrative unit. Like other larger academic units, the faculty and the chair/director work in an atmosphere of shared governance. As the agent of the faculty for implementation of departmental policy, the chair/director consults with advisory and other committees to carry out the educational and administrative obligations of the unit. Each faculty member should be familiar with the governance structure of their department/school.

# Chapter 4: University Policies and Procedures

USF has established USF Rules, Regulations, and Policies and Procedures on a variety of topics that provide valuable guidance to members of the university community. The [Office of the General Counsel](#) maintains an [Index of Current USF Regulations and University Policies](#). This site may be searched by name or by number of the regulation or policy. This site changes regularly, so it is the most accurate, current source of all official information. It also contains a listing of policies that are currently being considered for amendment, as well as new policies that are being proposed.

## **POLICY ISSUES OF SPECIAL INTEREST TO FACULTY**

A few policies or regulations that may be of particular interest and relevance to faculty are described below in some detail. However, the full-text of the rule or policy should be referred to for authoritative guidance. If appropriate, a reference to the appropriate article in the prevailing Collective Bargaining Agreement is shown.

## **INTERNAL CONTROL OF USF**

### [USF POLICY 0-023](#)

This policy applies to all USF Employees including Faculty, USF Institutions, and direct service organizations. This policy communicates USF internal control objectives as set forth by the USF Board of Trustees. These internal controls are put in place in order to reduce the USF's exposure to financial, operational, strategic, compliance, and reputational risks. Our system of internal controls is designed to promote effectiveness and efficiency in operations; minimize the risk of asset loss; help ensure the reliability of financial and operations information; and support compliance with applicable laws, rules, and regulations. Internal controls provide reasonable assurance for mitigating risk; however, no system of control can provide absolute assurance.

University Leadership is responsible for the design, development, implementation, and maintenance of an effective system of internal controls within their respective area of responsibilities. University Leadership has the responsibility to ensure those who report to them have adequate knowledge, skills, and ability to function within, and contribute to, an effective Internal Control Environment.

This includes, but is not limited to, providing access to appropriate training on topics relevant to their job responsibilities. University Leadership is defined as any USF Employee who is given fiscal, budgetary, and operational responsibility over a Business Function. This includes those with administrative appointments serving as department chairs, deans, vice presidents, and anyone who is in a position to direct how USF Institution's financial, capital, and human resources are utilized.

## **UNIVERSITY SAFETY**

The university makes every attempt to maintain a safe campus for students, faculty, staff, and visitors. University Police maintain 24-hour patrols throughout campus and are available to assist anyone who feels their safety may be in jeopardy. Faculty and staff who must be in their offices late at night or on the weekend are encouraged to let

the university police know they are on campus and when they expect to leave. The emergency blue light telephone system, located throughout campus, provides direct and immediate access to the USF Police Department dispatcher when the caller opens the telephone box. Maps of the exact location are available through the USF Police Department. The Office of Student Government provides a free escort service ([Safe-Team](#)) for anyone who wishes to be accompanied to their car, class, office or dormitory after dark.

## **EMERGENCY MANAGEMENT**

### **USF POLICY 6-010**

Preparing for, responding to, recovering from, and mitigating against all hazards which threaten the safety and security of USF population and assets is a primary concern. This policy provides the framework to minimize or eliminate risk to people and property and standardize emergency management operations for USF.

## **BOMB THREAT**

It is unlawful for any person to knowingly make a false report concerning the placing or planting of any explosive, or concerning any act of arson or other violence. Any violation is punishable as a second degree felony.

Immediately upon receiving such a threat, the person receiving the call should report this information to the immediate supervisor and call the University Police. The supervisor should at this point inform the appropriate dean, chairperson, as well as, the appropriate vice president. If, in the opinion of the administrative official in charge of the building or the director of Public Safety immediate evacuation shall be required, all occupants of the building will be notified. This decision will be final and all occupants will be advised to leave the building immediately, and to take with them personal possessions such as brief cases, purses, or handbags. Persons evacuating from a building will be required to remain at least 100 yards from the building until reentry is announced.

If the recommendation is not to evacuate the building, the building supervisor, or their designee, shall immediately notify all occupants so they may decide whether or not to remain in the building.

## **UNIVERSITY CLOSING**

Each university president is in the best position to assess local emergencies and conditions, and to coordinate safety procedures with local disaster officials to protect public health and safety. The university president shall determine closure of all or portions of the campus in the event of an emergency and the employees who are required to provide essential services. The Chancellor of the Board of Governors shall be notified of anticipated or actual closings as soon as possible.

## **DIVERSITY AND EQUAL OPPORTUNITY-DISCRIMINATION AND HARASSMENT**

### **USF POLICY 0-007** - CBA Article 6

The University of South Florida (USF) is a diverse community that values and expects respect and fair treatment of all people. USF strives to provide a work and study environment for faculty, staff, and students that is free

from discrimination and harassment on the basis of age, disability, equal pay/compensation, genetic information, harassment, national origin, pregnancy, race/color, religion, retaliation, sex, sexual harassment, sexual orientation, and gender identity (“Protected Class”) as provided by law. USF is also committed to the employment and advancement of qualified veterans with disabilities and veterans protected under the VEVRAA). Additionally, discriminatory conduct in the form of sexual misconduct/sexual harassment (including sexual violence) is also prohibited and allegations of violations in that regard are handled by the Title IX Office. (Please refer to USF Policy 0-004 Sexual Misconduct/Sexual Harassment (Including Sexual Violence) for detailed information regarding the investigation of these allegations.

## **CONFLICT OF INTEREST**

[USF POLICY 10.107](#) (see also [USF POLICY 0-027](#) and [USF POLICY 0-309](#)) - CBA ARTICLE 19

All employees of USF are public employees of the State of Florida subject to the provisions of Florida Statutes Chapter 112, Part III Code of Ethics for Public Officers and Employees (FCOE). No USF Faculty member may have an interest, financial or otherwise, direct or indirect; engage in any business transaction or professional activity; or incur any obligation of any nature that is in substantial conflict with the full and competent performance of their duties.

## **OUTSIDE ACTIVITY DISCLOSURE**

In furtherance of these broad mandates under the FCOE, USF Faculty are required to disclose certain outside activities that, if not disclosed and managed through the appropriate conflict review process, could result in an impermissible conflict of interest or conflict of commitment. USF Faculty who propose to engage in outside activity must disclose and receive approval for outside activity that involves any of the following:

- Professional, compensated activity; or
- More than incidental use of USF facilities, equipment, or services; or
- Supervision of a USF student or employee who is also supervised or evaluated within the course of the faculty member’s USF employment; or
- Waiver or assignment of the faculty member’s or the USF’s rights to any inventions or works that arise during the course of or from the activity; or
- Candidacy for or holding public office; or
- Any other activity that the employee should reasonably conclude may create a conflict of interest or commitment.

Outside Activity disclosures are made on an annual basis through the USF [eDisclose System](#), available via MyUSF using your USF NetID. If the proposed activity is deemed to constitute a conflict of interest or commitment, the faculty member will be notified through the eDisclose System. If the faculty member desires to challenge the review decision, the employee may request an expedited arbitration hearing under Article 20, Grievance Procedure.

## FLORIDA CODE OF ETHICS DISCLOSURE

In addition to potential conflicts regarding outside activity, the FCOE also contains provisions concerning other ethical issues such as acceptance of gifts and conflicting business relationships. Faculty should consult [USF POLICY 0-027](#) or contact the USF Compliance & Ethics Program for more detailed information concerning the following: solicitation or acceptance of gifts; misuse of non-public information; misuse of public position; or conflicting business, employment, or contractual relationships.

All USF Faculty are required to complete an annual disclosure and acknowledgment regarding provisions of the FCOE through the [eDisclose system](#). For more information regarding this annual FCOE disclosure requirement consult [USF POLICY 0-027](#).

## FINANCIAL CONFLICTS OF INTEREST IN RESEARCH

Any employee submitting any grant proposal or conducting research or educational activities pursuant to any grant or contract as an investigator (principal investigator, co-principal investigator, or any other employee responsible for the design, conduct, or reporting the funded or proposed research activities) must report outside activities and financial or other interests (including activities and interests of the investigator's spouse or dependent children) that are, or may be perceived to be related to the project. Existing or potential conflicts of interest must be disclosed through the [eCOI](#) system and sent to the Conflict of Interest Coordinator prior to the submission of a proposal for funding. Actual or potential conflicts of interest that develop during the conduct of a funded project must be disclosed on the FRDF as soon as the conflicts occur and sent to the Conflict of Interest Coordinator. If the university determines that such interests may affect the design, conduct, or reporting of the project, steps will be taken to manage or eliminate the conflict.

Any employee submitting a grant proposal to a division of the National Institutes of Health, the National Science Foundation or the American Heart Association must submit a Financial Relationships Disclosure Form to the Conflict of Interest Coordinator (whether or not a conflict exists) prior to the submission of the proposal for funding and annually, if funded.

For more information, visit: [Conflicts of Interest in Research](#) or [Conflicts of Interest in Health](#).

## SEXUAL HARASSMENT

[USF POLICY 0-007](#) & [USF POLICY 0-004](#) - CBA Article 6

The USF community is most successful when it is based on respect and fair treatment of all people. USF strives to provide a work and study environment for faculty, staff, guests and visitors that is free of discrimination based on sex (including pregnancy) and sexual harassment, including sexual violence.

As part of the effort to maintain a safe environment, USF establishes this Policy. USF prohibits sexual misconduct and sexual harassment, including sexual violence. USF has designated the Title IX Office as the office where voluntary and mandatory Reports and Complaints are to be filed. The USF Title IX office will review the report or complaint and provide an appropriate response, which may include referrals to services or other USF offices,

supportive measures, alternative resolutions, or formal investigations. Pursuant to Title IX, USF does not discriminate on the basis of sex in educational programs or activities that it operates.

Such protection extends to both employees and students. Any questions or inquiries concerning the application of Title IX may be referred to the university's Title IX Coordinator. Up to date information may be found at [www.usf.edu/title-ix](http://www.usf.edu/title-ix)

The Title IX Coordinator is:  
Maggie Denney, M.Ed., LMHC  
[denney1@usf.edu](mailto:denney1@usf.edu)  
Office of Title IX and VAWA Compliance  
4202 E Fowler Ave, ALN 172  
Tampa, FL 33620  
813-974-8616

Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is further defined as conduct on the basis of sex that satisfies one or more of the following:

1. Quid Pro Quo Harassment: A USF employee, conditions the provision of an aid, benefit, or service of the recipient, on an individual's participation in unwelcome sexual conduct; or
2. Sexual Harassment: Unwelcome conduct based on sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity; or
3. Sexual Violence: sexual assault (rape, fondling), domestic violence, dating violence, stalking (as defined in VAWA).

Discriminatory conduct based on sex that does not meet the Title IX definition of harassment but that, by the totality of circumstances, is sufficiently severe or pervasive to alter a term or condition of employment or enrollment is prohibited by Policy. Also, additional policies may apply. Please refer to [USF POLICY 0-004](#) and the university's [Title IX website](#) for additional definitions and information.

USF prohibits sexual harassment, including sexual violence, by or between any faculty member, staff, vendor, visitor or student, including individuals of the same sex, in all academic, educational, extracurricular, athletic, and other programs of the university, whether those programs take place in university facilities, at a class or training program sponsored by the university at another location, or elsewhere is prohibited.

Prohibited conduct does not include verbal expression, written, or other material that is relevant and appropriately related to the subject matter of USF course/curriculum or to an employee's duties. All



employees and students are strongly encouraged to cooperate fully with any investigation and/or compliance review conducted under this Policy. Failure to cooperate may impede or hamper the university's ability to conduct a full and fair investigation.

### **Retaliation**

USF does not tolerate retaliation, retribution or reprisals against an employee or student who, in good faith, files a grievance, complaint or report of violations of law, rule, regulation, policy or other misconduct. Employees or students who engage in retaliation in violation of this policy will be subject to disciplinary action up to dismissal/expulsion. For more information, see [USF POLICY 0-020: Retaliation, Retribution or Reprisals Prohibited](#).

### **False Allegations and Evidence**

Deliberately false and/or malicious accusations under this policy, as opposed to allegations which, even if erroneous, are made in good faith, are a serious offense and will be subject to appropriate disciplinary action. Witnesses and parties knowingly providing false evidence, tampering with or destroying evidence after being directed to preserve such evidence, or deliberately misleading an official conducting an investigation can be subject to discipline.

### **Consensual Relationships**

USF strives to create and maintain a professional, collegial environment for work and study. Professional and collegial relationships are based on mutual respect and trust. When persons in positions of unequal power engage in amorous or sexual relationships, they should be aware that they may be at risk of being accused of sexual harassment, either during the relationship or after the relationship ends, or being accused of having a conflict of interest. For additional information concerning conflicts of interest, please refer to Ch. 112, Part III, Florida Statutes, the applicable collective bargaining agreement, Board of Governors Rules, and USF Regulations.

USF recognizes that consensual, amorous or sexual relationships between two people of unequal position or power (e.g., between a supervisor and an employee, faculty member and student, or staff member and student) may become exploitative or lead to charges of sexual harassment. Accordingly, USF has adopted a policy governing consensual relationships. [USF POLICY 1-022: Consensual Relationships](#) is discussed below in greater detail.

### **Responding to Sexual Harassment**

If a person believes they are being sexually harassed and wishes to explore resolution within the university, they should take one or more of the following actions:

- If possible and can be done safely, tell the person whose actions you find offensive that you want the behavior to stop and/or that the behavior or conduct is unwelcome, and/or;

- If you are an employee, tell your supervisor or the head of the department in which you are enrolled or employed, or the supervisor/department head's supervisor of the offensive behavior; if you are a student, you should report the offensive conduct to your teacher, chair, dean or dean's designee; and/or;
- Contact the Title IX Coordinator at 813-974-8616 or [denney1@usf.edu](mailto:denney1@usf.edu).

USF has a designated Center for Victim Advocacy & Violence Prevention, an Employee Assistance Program, the Counseling Center, and an Ombuds Office. These offices are available to provide information and clarification concerning USF's sexual harassment policy, but are not authorized or designated to investigate or resolve sexual harassment complaints or otherwise participate in the sexual harassment complaint process. These offices are considered "confidential resources" and are not obligated to refer allegations of sexual harassment to the Title IX Coordinator. However, they may support an individual who does wish to make a formal disclosure or complaint. These offices may be contacted at:

- [Center for Victim Advocacy & Violence Prevention](#): 813-974-5756 (24-hour Crisis Line: 974-5757)
- [Employee Assistance Program](#): 813-974-5469
- [Counseling Center](#): 813-974-2831
- [Ombuds Office](#): 813-974-7777

Allegations of sexual assault and/or battery may also be referred to the University Police, should the disclosing individual or victim request to do so or when circumstances indicate a threat to the safety of the campus community.

### **Internal Complaints or Allegations Regarding Sexual Harassment**

The university's Title IX office is responsible for certifying all Title IX related incidents, assigning complaints of sexual harassment complaints/allegations for investigation to the office with jurisdiction based on the status of the identified respondent (employee/visitor/vendor/ other or student), and for all oversight of any sexual harassment complaint received by the university. Allegations of sexual harassment will be reviewed by the Title IX coordinator to determine appropriate resolution of the matter (including formal investigation), per [USF POLICY 0-004](#), [USF POLICY 0-007](#), and [USF POLICY 6.0021](#)).

### **Who Can File Under the USF Policy**

Any person may voluntarily file a report and in specific circumstances the filing of a report of sexual harassment (including sexual violence) is mandatory as noted below. Voluntary reports may be made by a complainant, or any person, to the Title IX coordinator 24/7 via the [online report form](#) found at [www.usf.edu/title-ix](http://www.usf.edu/title-ix), by email, mail, phone, fax, or delivered in person to the Title IX Office using the information listed on the first page of this chapter.

### **Who Must Report Under the USF Policy**

Responsible employees, unless specifically exempted as noted below, are required to promptly report within 24 hours allegations or instances of sexual harassment, including sexual violence, by or against any USF employee(s), student(s), or group(s) to the Title IX coordinator. The University Police Department (UPD) is

required to promptly report to the Title IX coordinator a complaint of sexual harassment, including sexual violence, at the time a person directly files a complaint with UPD, UPD becomes aware of the alleged incident, or at the conclusion of any UPD process.

Failure to make the report may result in disciplinary action, up to and including termination of employment.

In addition to mandatory reporting, the responsible employee must provide the victim (if applicable) or the disclosing person information about confidential advocacy, counseling, or other support services, as well as the right to file a Title IX complaint to the Title IX coordinator and/or report a crime to law enforcement.

Responsible employees are any administrative personnel or any employee who (i) supervise one or more employees and may include but is not limited to deans, directors, department chairs, coordinators, unit heads, managers, principal investigators or (ii) supervise or oversee students, including but not limited to all faculty, coaches, athletic directors and athletic trainers, graduate assistants with instructional responsibilities when they are supervising or teaching students, academic advisors, residential assistants, faculty advisors, program advisors and student activity coordinators.

### **When to File**

Reports of sexual harassment may be filed at any time using the types of filings noted below. Protected category discrimination and harassment is a separate mandate with different reporting requirements. For information regarding submission and deadlines for protected category discrimination and harassment reports, see [Policy 0-007: Diversity and Equal Opportunity: Discrimination and Harassment](#).

*NOTE: Individuals have the right to file an anonymous report/complaint using the university's third-party reporting system by going to [www.usf.edu/compliance-ethics](http://www.usf.edu/compliance-ethics). Reporting or making an anonymous complaint may limit the university's ability to investigate. **RESPONSIBLE EMPLOYEES MAY NOT FILE AN ANONYMOUS REPORT TO FULFILL REPORTING OBLIGATIONS OF REPORTS OF SEXUAL HARASSMENT.***

### **Investigation**

Allegations of sexual harassment will be reviewed by the Title IX coordinator, to determine if the appropriate course of action up to and including an investigation, in accordance with policy. The Title IX office will conduct all investigations of alleged conduct that falls under Title IX and additional conduct that is sexual in nature that falls under [USF POLICY 0-004](#), when the respondent is a university employee.

### **Appeal**

Either party may appeal the final determination. Appeals should be submitted in writing within 5 days to the dean of students for student cases or within 30 days to the president's office for employee cases. The president will assign a designee as the appellate officer for employee cases. The appeal will be heard by a neutral, impartial, trained appellate officer. Both parties will be notified if an appeal is received. The determination of the appellate officer is final and this determination will be provided to the Title IX

coordinator by the appropriate office (HR, AA, SCED). If no appeal is submitted at the end of the appeal deadline, the final determination made by the hearing panel or hearing administrator will be the decision of record. Additional grievance procedures may be available to employees per collective bargaining agreements. An appeal is not a rehearing of the case. In compliance with Title IX, an appeal may be submitted for the following reasons:

- Procedural error
- New evidence not available at the time of the original investigation and/or hearing
- Conflict of interest regarding the Title IX coordinator, investigator(s), hearing panel or hearing administrator, that has impacted the determination of the case.

Additional grounds may be afforded per university policy. Student cases should refer to the [Student Code of Conduct](#). For additional information please refer to the specific office.

### **Discrimination and Harassment Based on Sexual Orientation and Gender Identity**

Unlawful discrimination and harassment have no place on a university campus, particularly one that strives to meet the needs of an increasingly diverse student, faculty, and staff population. USF is such an institution. Discrimination and harassment based on sexual orientation and gender identity/expression hinders the ability of any academic institution to foster a safe, open environment for its students, faculty, and staff. Accordingly, these harassing and discriminatory behaviors have no place at USF and is prohibited by [USF POLICY 0-007](#) and [USF POLICY 0-004](#).

Title IX prohibits discrimination based on sexual orientation, identity, and gender, and the Florida Legislature has enacted the State Hate Crimes Act, Sec. 775.085, F.S., which provides for enhanced penalties for any felony or misdemeanor evidencing prejudice based on sexual orientation. In addition, the university currently maintains rules and policies that govern the conduct of all members of the university community. To the extent that any rules and policies are violated, the university will vigorously support all actions necessary to achieve compliance with its rules and policies.

### **Notice of Non-Discrimination**

Pursuant to Title IX, the University does not discriminate on the basis of sex in education programs or activities that it operates. Such protection extends to both the employees and students. Any question or inquiries concerning Title IX, policies, procedures, or the application of Title IX at the university may be referred to the Title IX Coordinator.

The most up-to-date information regarding Title IX and other university resources are available on the Title IX website at [www.usf.edu/title-ix](http://www.usf.edu/title-ix). When appropriate, the University will take steps to prevent the recurrence of harassment, including sexual violence, and to correct any discriminatory effects of harassment on the Complainant and others.

## **SEXUAL BATTERY**

### [USF POLICY 0-004](#)

Sexual battery (rape) is a felony under the criminal laws of the State of Florida and will not be tolerated at USF. Any such act is a violation of university policy which, in the case of students, is subject to disciplinary action under the USF student code of conduct rule; and, in the case of employees, is subject to disciplinary action under applicable university rules and collective bargaining agreements.

It is the intent of the university to create and maintain a work and study environment that is safe from sexual battery. In addition, the university is committed to establishing policies and procedures that are responsive to victims of sexual battery. [USF POLICY 0-004](#) provides a general overview of sexual misconduct, including sexual battery, and includes subjects on the following page:

- Definitions and enforcement.
- The rights of victims under Florida Statutes.
- The rights that shall be accorded by the university to victims of campus-related sexual batteries.
- The services that are provided by the university to assist victims of sexual batteries, and to prevent sexual batteries from occurring.
- Procedures for monitoring and reporting statistical data on campus-related sexual batteries.

## **CONSENSUAL RELATIONSHIPS**

### [USF POLICY 1-022](#)

USF is dedicated to excellence in teaching, research, and public service. All relationships between faculty, staff and students should be guided by the principles of professionalism, integrity, mutual trust and respect. Any relationship that calls these principles into question jeopardizes the ability of the USF to effectively carry out its mission and maintain public trust. Consensual relationships between persons who differ in actual or perceived power create a potential for:

- A conflict of interest that undermines the mutual trust between faculty and students, supervisors and subordinates, or any individual in a position of direct authority over another
- Actual or perceived abuse of power
- Allegations that the relationship resulted from coercion, exploitation and/or harassment
- Allegations of sexual harassment once the consensual relationship ceases
- Allegations of favoritism and/or unfair treatment

USF has a special responsibility toward students as members of its community. The academic success of students is central to the USF's educational mission. The unequal institutional power inherent between students and particular members of the USF community must be protected from influences or activities that can interfere with the learning experience. Such influences or activities are not consistent with the ideals of a learning community that fosters collaboration, open communication, mutual respect and inclusiveness among students, faculty and staff engaged in the education process.

## **AMERICANS WITH DISABILITIES (USF ADA POLICY)**

### [USF POLICY 0-108](#)

It is the policy of USF to comply fully with the requirements of the Americans with Disabilities Act of 1990, 42 U.S.C. 12101, and all other Federal and State laws and regulations prohibiting discrimination on the basis of disability or handicap. Sponsors of programs and events, such as campus cinemas, lectures and speakers must advise potential attendees who may require reasonable accommodation to participate that such accommodation must be requested of the program sponsor at least 5 working days prior to the event. USF will not unlawfully discriminate against its employees on the basis of disability and will provide accessibility and reasonable accommodation to its employees with regard to any aspect of employment including fringe benefits, training, conferences, professional meetings, and recreational/social activities sponsored by USF.

To request a reasonable accommodation under the ADA, an employee of USF must submit a written request outlining the requested accommodation(s) to their immediate supervisor, with a copy sent to Human Resources/Employee Relations. Attached to the request must be documentation, including diagnosis of a disability, from the employee's primary health care practitioner (e.g., medical doctor, psychiatrist or licensed psychologist). The determination of reasonable accommodation will be made by the employee relations coordinator following a consultation with the supervisor.

Students with disabilities who require reasonable accommodation in order to meet the academic requirements of USF or to participate in Student Affairs activities or services must request an accommodation in writing from the USF Office of Student Accessibility Services. (For accommodating students with disabilities, see Chapter 5). USF may request any person seeking accommodation to provide documentation of a specific and generally recognized physical or mental impairment that shows that the specific modification being requested is appropriate and necessary for the diagnosed disability. The USF Office of the General Counsel is available to assist with questions concerning the ADA and the law and should be notified in the event an accommodation requester retains a lawyer or otherwise makes claims in an external legal or administrative forum.

## **TOBACCO AND SMOKE FREE POLICY**

### [USF POLICY 6-026](#)

Smoking, tobacco use, and use of related products is prohibited on all property owned, leased or operated by USF. This includes, but is not limited to, all indoor and outdoor areas and properties. Additionally, no smoking and/or tobacco products will be sold or advertised on the Tampa campus. This policy applies to all faculty, staff, students, vendors, and visitors.

## **ILLEGAL USE OF ALCOHOL AND OTHER CONTROLLED SUBSTANCES**

### [USF POLICY 30-023](#) and [USF POLICY 0-610](#)

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or the unlawful possession and use of alcohol by an individual under 21 years of age is prohibited on USF owned or controlled property or as part of any of its activities. The sale, use, or possession of a controlled substance will not be tolerated, with the exception of prescribed medication when taken in accordance with the prescription.



Furthermore, providing alcohol to an individual younger than 21 years of age will not be tolerated. Any USF employee or student determined to have violated this policy shall be subject to disciplinary action for misconduct, which action may include termination/expulsion and referral for prosecution. No employee/student is to report to work/class or any university activity while under the influence of illegal drugs or alcohol. Violation of these policies by an employee/student will be reason for evaluation/treatment for a drug/alcohol use disorder and/or for disciplinary action up to and including termination/expulsion in accordance with applicable collective bargaining agreements, policies, and procedures and/or referral for prosecution consistent with local, state, and federal law.

## **CANINES ON CAMPUS**

### [USF POLICY 6-033](#)

Except for seeing eye dogs, dogs are not permitted in USF patio areas adjacent to swim facilities, in recreational facilities such as racquetball and tennis courts, in food or dormitory facilities, inside university buildings, or at special events such as flea markets and open air concerts.

In all other parts of the campus where dogs may be permitted, such animals must be kept securely tied by a line or leash not to exceed ten (10) feet in length. Dogs are not permitted to run at large on any streets, unimproved lots or premises within the boundaries of USF and should not be tethered and left unattended.

## **PERSONAL LIABILITY**

### [CBA ARTICLE 21.4, Section 768.28\(9\), Florida Statutes](#)

State law provides that no officer, employee, or agent of the state or any of its subdivisions shall be held personally liable in tort or named as a party defendant in any action for any injury or damage suffered as a result of any act, event, or omission of action in the scope of employment or function unless such officer, employee, or agent acted in bad faith or with malicious purpose or in a manner exhibiting wanton or willful disregard of human rights, safety, or property.

In the event a faculty member is sued for an act, event, or omission arising out of the performance of university duties or responsibilities, the individual should immediately inform their chairperson and/or dean or director and deliver directly to the Office of the General Counsel, upon receipt, any pleading, summons, subpoena, or similar legal documents, in order that the office might evaluate the rights and responsibilities of the affected faculty member. Failure to notify the university in a timely fashion may affect the rights of the parties and the ability of the university and the Board of Trustees to defend any action.

Where a faculty member is named in a civil action in their individual capacity, or if it is otherwise alleged that they acted in bad faith, with malicious purpose or otherwise in a manner exhibiting wanton and willful disregard of human rights, safety, or property, the faculty member may be required to seek outside counsel. The Office of the General Counsel does not provide personal legal counsel to faculty members or legal counsel to faculty members who grieve or appeal actions taken by the university administration. The office serves as the legal representative of the university.

## **AUTHORITY TO SIGN CONTRACTS AND OTHER DOCUMENTS**

### [USF POLICY 0-100](#)

The Florida Statutes and Board of Trustees regulations provide that the president is the chief executive officer responsible for the operation and administration of the USF. The president's authority includes the approval and execution of all contracts, agreements, letters of understanding, and other documents regarding legal assurances, commitments, and obligations on behalf of the university Board of Trustees. The president requires that all such contracts be submitted to the General Counsel for review and approval as to form and legality. The president has delegated to the provost and vice presidents (and their designee(s) in certain circumstances) the authority to sign certain described contracts and other documents. Examples of such delegated authority include the following:

The president has delegated to the vice president for research, and designee(s), the authority to sign research contracts, solicitations and acceptances of research grants and donations, representations and certifications incidental to research contracts and grants, and agreements related to the exploitation of intellectual property.

The president has delegated to the executive vice president and chief financial officer the authority to approve and execute all contracts in excess of \$1 million related to the acquisition of commodities, goods, equipment, services, leases of real and personal property, and construction to be rendered to or by the USF. In the absence of such an express delegation of authority by the president, it is appropriate for the president to sign all contracts, agreements, letters of understanding, and other documents regarding legal assurances, commitments, and obligations on behalf of the USF and its constituent units. Accordingly, USF employees must not sign such contracts and other documents of agreement or commitment on behalf of the USF unless they have been expressly delegated the authority to do so. For information and advice regarding such delegations of authority, USF employees should contact the Office of the General Counsel.

## **DISTRIBUTION OF LITERATURE AND OTHER SPEECH ACTIVITIES SOLICITATION**

### [USF POLICY 6.026](#)

USF authorizes the solicitation and/or sale of goods and services by external organizations on its Tampa campus only through formal written contractual relationships or through authorizing vendors to participate in the Bull Market. Commercial solicitation or the sale of goods and services by external organizations on the Tampa campus is otherwise prohibited. This policy will be enforced by the University Police Department.

The university prohibits the posting, distributing, stacking or placement in racks of any commercial material or advertisements. Additionally, no material of any kind may be placed on automobile windshields. Other non-commercial material or literature, the author of which is identified, may be handed out in any outdoor university location open to the general public. Other non-commercial speech activities are permitted in outdoor university locations open to the general public exclusive of sidewalks, building entrances or other areas where normal traffic may be obstructed.

The university president has delegated to each vice president the authority to enter into written contractual agreements with external organizations permitting the solicitation and/or sale of goods and services when

it is in the best interest of the university, when it is appropriate to provide convenient goods or services for faculty, staff, and students, and when the goods or services support the educational mission of the university.

Student, faculty or staff or individual members of the university community shall not serve as agents or sales representatives on the campus for external organizations, since this violates university policy and will be considered unauthorized solicitation by the business entity involved.

All fund-raising or promotional activities planned by student organizations shall be reviewed and approved in accordance with [USF Rule 6C4-6.017](#). Fundraising and promotional activities by employees shall be reviewed and approved by the appropriate vice president.

### **EMPLOYMENT OF RELATIVES (NEPOTISM)**

[USF 10.107](#), [6C4](#), [USF 0-027](#) & [USF 0-309](#)

Under [USF POLICY 0-027](#), employment of related persons in a single organizational unit or in work-related organizational units is permitted only when such employment will not involve or create a type of conflict of interest called nepotism, where an employee may participate in making recommendations or influencing decisions specifically affecting the appointment, retention, tenure, work assignments, evaluation, promotion, demotion, or salary of a relative. Under [USF POLICY 0-027](#), “Related Persons” are defined as follows:

*Persons related to each other in one of the following ways: husband; wife; parent; child; brother; sister; spouse of a child, brother, sister, or parent; or parent, child, brother, or sister of spouse; grandparent; grandchild; aunt, uncle, first cousin, niece or nephew. “related” person also includes a person who is engaged to be married to an employee or who otherwise holds themselves out as or is generally known as the person whom the employee intends to marry or with whom the employee intends to form a household, or any other person having the same legal residence as the USF employee.*

### **NEPOTISM DISCLOSURE**

USF faculty are required to disclose the employment of a related person in their organizational unit or a work-related organizational unit on the FCOE form in the [eDisclose](#) system prior to the employment of the related person or as soon as the relationship is created or discovered. The eDisclose system is available via [MyUSF](#) using your USF NETID. Such nepotism disclosures must be made by both the faculty member and the related person.

If the employment of a related person within the disclosing faculty member’s organizational unit or work-related organizational unit involves, creates, or has the potential to create nepotism, the reviewing senior manager will either require the implementation of conditions which would mitigate or eliminate the conflicts or require the employment to cease or not occur. [USF POLICY 0-027](#) defines “Senior Manager” as a reviewer type within the eDisclose system which equates to the dean, senior vice president, regional chancellor, provost, or president who is the risk owner for the disclosing employee’s organizational unit. Faculty should consult [USF POLICY 0-027](#) or the [Office of the Provost](#) for more detailed information concerning the employment of related persons in their organizational unit or a work related organizational unit.

## RESEARCH NEPOTISM DISCLOSURE

[USF POLICY 0-309](#) applies to employing related persons on a USF research project. Faculty who would like to hire relatives to work on a sponsored project must first receive written permission to do so from the department chair, dean (who will provide a copy of the approval to the provost), and/or the [Office of Faculty Affairs for USF Health](#), as appropriate. The approval must be attached to their Sponsored Research Internal Form at the time of proposal submission. Upon receipt of a notice of award, the related persons must each complete and submit a conflict of interest disclosure in the [Applications for Research Compliance \(ARC\)](#) system and notify the funding agency of the relationship and indicate that the potential conflict will be managed in accordance with university policies and procedures.

## USE OF UNIVERSITY NAME AND SYMBOLS

### [USF POLICY 0-215](#)

The use of the USF name or symbols in is not allowed for commercial or other advertising or promotional materials where such use implies university endorsement of the advertiser or product or service unless approved by the vice president for university advancement. All requests for the commercial use of the USF name or symbols should be referred to the director of auxiliary services. All requests from non-university third parties for non-commercial use of the USF name or symbols should be referred to the vice president for university advancement. Organizational units of the university, registered student organizations and official USF faculty and staff groups do not require permission to use the USF name and symbols for non-commercial purposes. Persons interested in acquiring a license to use the university name or symbols for non-commercial purposes must apply to USF Foundation through the Office of the Vice President for University Advancement.

## USE OF UNIVERSITY SPACE

### [USF POLICY 0-505](#)

Events, activities, programs, and facilities of USF are available without regard to race, color, sex religion, national origin, Vietnam or disabled veteran status, handicapped, or age, as provided by law and in accordance with the university's respect for personal dignity. University space should be used solely to support the instruction, research, and public service mission of the university. The university is not in the business of leasing space and, therefore, should not allocate its space resources to uses that do not support the university mission.

Conflicting requests for use of space occur infrequently because of the variety of facilities and time periods available. However, because space is a limited resource, if a conflict occurs, use should be scheduled in accordance with the following priority order:

- Credit instruction, research, curricular events such as recitals and symposia, and administration. university-sponsored, non-credit instruction such as through the university's Division of Lifelong Learning.
- Co-curricular public service - an event or program that is associated with a part of the university curriculum, offered by an academic department, and targeted for a non-university audience, in addition to university participants.
- Extra-curricular - events or programs that enrich the university student experience such as intramurals, recreational sports, club activities, lecture series, and student government sponsored programs.

- University-sponsored conferences and institutes. USF Alumni and USF Foundation activities.
- Professionally associated activities - events or programs offered by professional associations that are related to the academic disciplines or career fields of university faculty or staff in which university faculty or staff are members.

### **OTHER PUBLIC SERVICE EVENTS**

When considering requests to use university space, priority will be assigned in the following order: university members conducting university business, university-related groups and organizations, non-university, not-for-profit organizations, and non-university, for profit organizations. Either a licensing agreement or a location permit should be signed whenever a university-related customer or a non-university customer is to use USF space. Whether a licensing agreement or a location permit should be used will be determined by the extent of risk (to the university) associated with the activity.

### **RETALIATION, RETRIBUTION OR REPRISALS PROHIBITED**

#### [USF POLICY 0-020](#)

USF is committed to the values of excellence, integrity and truth in attaining its academic, research and public service mission. These values are exemplified by each employee's responsible performance of duties consistent with the university's policies, rules and professional standards.

It is the responsibility of all university employees to report violations of law, rule, policy or other misconduct to permit the university to meet its responsibility to the public, its employees and students. Employees should promptly report their concerns to their immediate or next level supervisor, if feasible. Otherwise, other communication channels are available for reporting concerns such as: the [Office of Human Resources](#), the [Office of the General Counsel](#), the [Employee Experience Team](#), the [Office of Internal Audit](#), or the university's anonymous information-line at 813-974-8411.

The university encourages an atmosphere of open dialogue and expression, including the promotion of good faith filing of grievances, reporting of complaints or concerns by employees and students regarding violations of law, rule, policy or other misconduct. Employees who learn of retaliation should report it immediately.

### **WASTE, FRAUD, OR FINANCIAL MISMANAGEMENT PREVENTION AND DETECTION**

#### [USF POLICY 5.001](#)

Waste, fraud, or financial mismanagement can be generally defined as a willful or deliberate act or omission with the intention of obtaining an unauthorized benefit, service, property, or something of value by deception, misrepresentation, or other unethical or unlawful means. Faculty serving in management roles must be familiar with the types of improprieties that may occur in their areas of responsibility and must be alert for any indication of wasteful, fraudulent or dishonest acts including financial mismanagement.

All levels of USF management are responsible for being aware of exposures and symptoms of waste, fraud, or financial mismanagement in their operational areas and for detecting such potential activity. All USF employees including faculty are required to immediately report wasteful, fraudulent or dishonest acts, including financial

mismanagement which they suspect, observe, or have made known to them. There are two reporting mechanisms: report through the USF EthicsPoint hotline at 1-866-974-8411 or [www.ethicspoint.com](http://www.ethicspoint.com); or report the incident or practice to your supervisor for subsequent reporting to the appropriate management official. If the faculty member believes their supervisor may be involved, then they must report the incident or practice to the next higher level of management or Office of Internal Audit. If the faculty member believes USF Audit may be involved, then the faculty member must report the incident or practice to the Office of the General Counsel.

### **REPORTING VIOLATIONS OF UNIVERSITY POLICY (EthicsPoint)**

USF has selected [EthicsPoint](#) to provide employees with a simple, anonymous way to confidentially report activities that may involve certain improper conduct or violations of USF Policies. You may file a report on this site or by calling toll-free 1-866-974-8411. This hotline should be used for matters pertaining to financial transactions, human resources, information technology, diversity & equal opportunity, research, safety, athletics, medical treatment. It should not be used for academic matters involving faculty and/or students. These issues should be reported directly to the [Office of the Provost](#) or, for USF Health, the [Office of the Senior Vice President](#). Non-academic student conduct matters should be reported to [Office of Student Rights & Responsibilities](#) or call 813-974-9443.



# Chapter 5: Privacy and Public Access to Information

## OPEN MEETINGS

### [Chapter 286, Florida Statutes](#)

The Florida “Sunshine Law” provides that any gathering of two or more members of any board or commission at any state agency to discuss some matter that will foreseeably come before that board for action must be open to the public at all times. It is important to note that the Sunshine Law’s requirements apply to search (hiring) committees.

At USF, committees and councils are generally only advisory, and official USF action is taken by the university president who is a single person rather than a board, commission or other group. Nonetheless, in cases where the president delegates authority to take official acts or make decisions to a group, the Sunshine Law will apply.

## PRIVACY AND PUBLIC RECORDS LAW

### **Federal Law: Student Rights or Records Privacy**

#### [20 U.S.C. § 1232G; 34 CFR Part 99](#)

Under the provisions of the Federal Family Educational Rights and Privacy Act (“FERPA” or Buckley Amendment) and Florida Statutes, most of the content of student records in university custody is held confidential and released only to those persons and under those circumstances authorized by law.

Under FERPA, the following types of information, designated by law as “directory information,” may be released by USF, unless the student has indicated otherwise: student name, local and permanent addresses, telephone listings, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most recent educational agency or institution attended.

At the beginning of each semester, students may indicate whether the “directory” information above is to be released or not. Whether or not a student makes such an indication, faculty should never release such information to any other person without the student’s knowledge and permission. Students not only have a right to expect privacy in their educational records, but also may request and have access to inspect and review their education records and to challenge the accuracy of those records.

### **Florida Law: Access to Public Records and Exceptions to the Law**

#### [Chapter 119, Florida Statutes](#)

The Florida Public Records Law applies to any material made or received in connection with official agency business that is used to perpetuate, communicate, or formalize knowledge of some type. The intent of the law is to assure that governmental agencies function in the open. Therefore, any exemptions that have been created by the courts or through legislation are very narrowly defined.

Exemptions that do apply include certain [Division of Sponsored Research](#) materials, student records, and academic evaluations of university faculty. Because of the careful balancing that must be done between

access and privacy, and between federal and state laws, any questions regarding public records requests, whether the request is made by another state agency, the media, a private citizen, a student, a parent/relative, or any business may be forwarded directly to the [Office of the General Counsel](#), which will assist in determining the legality of the request, identifying any applicable exemptions, and establishing the conditions for the record's release.

“Public records” are defined as all documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software or other material, regardless of physical form or characteristics, or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of official business by any agency. This includes inter-office memoranda and intra-office memoranda (including electronic mail). Courts have excluded from the definition of “public records” rough drafts and personal notes that have not been shared with others since those documents are not intended to communicate, perpetuate, or formalize information.

Pertinent exemptions to the Florida Public Records Law include:

### **Faculty Academic Evaluations**

Academic evaluations that include information about performance are confidential (except to the employee) under [Sec. 1012.91](#), Florida Statutes, This includes, but is not limited to, annual evaluations and materials presented for tenure and promotion decisions. The only exception is the results of the SUS Student Assessment of Instruction, which are available in the Tampa campus library, deans' offices and various other locations for students and the public to review.

### **Student Records**

Under Section [1002.255](#), Florida Statutes and [20 U.S.C. s. 1232g](#), education records include files, documents, and other materials which contain information directly related to a student and which are maintained by an educational agency or institution or by a person acting for such agency or institution, subject to certain exceptions.

### **Research Records**

Materials and documentation that relate to methods of manufacture or production, or to potential or actual trade secrets, received, generated, ascertained or discovered during the course of research conducted within the university are confidential and exempt from the public records law, except that the division of sponsored research shall make available upon request the title and description of a research project, the name of the researcher, and the amount and source of funding provided for such project.

## **DISPOSAL OF PUBLIC RECORDS**

The disposal of public records must comply with the provisions of the Florida Public Records law. Administrative offices wishing to destroy records must comply with the records retention schedule that takes into consideration the legal, fiscal, historical, and administrative value of the record. Requests must be approved before actual disposition is carried out, even if a film or electronic copy will be maintained. Complete and submit the [Records Disposition Request form](#).

# Chapter 6: Instructional Policies

At any university, instructional policies and procedures, issues of academic responsibility for students and faculty, and related issues are vibrant and rapidly evolving. Please consult the appropriate official websites for all definitive information, particularly the policies and procedures provided by the [Office of the General Counsel](#) under the heading of Regulations and Policies.

## **TEXTBOOK AND INSTRUCTIONAL MATERIALS AFFORDABILITY**

Textbook and instructional materials regulation establishes procedures for minimizing the cost of required or recommended textbooks and instructional materials to students and requires textbook adoption deadlines and submission of textbook orders to the [University bookstore](#) no later than forty-five (45) days prior to the first day of classes for each term. Instructors may also obtain information on alternative textbooks and sources at the [Textbook Affordability Project \(TAP\)](#).

## **FACULTY-AUTHORED TEXTBOOKS**

A faculty member who is the author of a textbook, book, software, or collateral materials and who requires the use of that material in their course or courses, must inform the provost if more than \$500 in royalties is received in one year from the required use of the textbook in their class. The faculty member must certify that the required text is the only text that is uniquely suited for use in the author's class. The number of students expected to enroll in the class for the year should be included. The above reporting requirements also apply when the faculty member assigning the materials is a relative of the author, a member of a teaching team of which the author is a member, or if the author is in a position to require the materials in any university course or program. Please use this [Request to Use Textbook form](#).

## **SYLLABUS**

Every regularly scheduled course section must have a syllabus. The syllabus should be posted electronically in the *Canvas* site for the class or be handed out on the first day of class, and no later than the second day of class of the semester. A copy of the current or most recent syllabus for each class should be kept on file in the department. Additional information on syllabus requirements and updates on content suggestions are available from the [Course Proposals](#) website.

## **OFFICE HOURS**

Each instructor is responsible for designating hours during which he or she will be available for office conference with students. These hours will occur on regularly scheduled class days and shall be of adequate number and length to ensure students of reasonable access to the instructor. For online classes, office hours may be held online. Office hours are to be announced during a class period during the first week of classes and shall also be noted in each syllabus and posted in the department. Department chairs must be notified of these regularly scheduled office hours. If changes are necessitated because of absence or change in schedule, they shall be announced and posted in advance if possible and communicated to the chair. Additional office hours may be arranged with students at mutually agreed upon times.

## AUDITING A COURSE

Audit status must be obtained during the first five days of the term by filing a [Course Audit Form](#) and a date-stamped permit from the college/department in which the course is offered, and turned in to the [Office of the Registrar](#). The student must register for the course and be assessed the same fees as for credit, except that out-of-state fees are not charged. Auditors are not allowed to take exams, nor should they expect assignments to be graded. While auditors are considered “listeners” only, it is at the instructor’s discretion whether and to what extent an auditor may participate in the class discussion and activities. Students enrolled in courses as auditors are identified as such on class rosters in *Canvas*.

## INDEPENDENT STUDY/DIRECTED READINGS/DIRECTED RESEARCH

In order to provide students the flexibility for independent study outside of the normal classroom course structure, each department offers variable credit, including Supervised Teaching, Supervised Research, and Directed Individual Study. Students may register for these classes only with the consent of the instructor responsible for working with the student and assigning the final grade. Students registering for these courses must complete an Independent Study Contract in consultation with the instructor. Students wishing to take a course by independent study must contact the instructor of the course for permission. The regular grading system applies to all independent study students. More information about independent study is available in the [Undergraduate Catalog](#).

## GRADING SYSTEM

Graduate and undergraduate grades will be assigned quality points in the Grade Point Average (GPA) grading system. The +/- designation, if used, must be included in the syllabus provided at the beginning of the course.

## ACCOMMODATING STUDENTS WITH DISABILITIES

[Student Accessibility Services \(SAS\)](#) exists to ensure that students with disabilities have the academic support necessary to achieve academic success at USF. Course related assistance and academic accommodations are provided to eligible students with documented disabilities. Services may include advocacy, reader services, interpreters, alternate exam administration, note takers, and adaptive equipment such as FM systems and large print computer access. Students are encouraged to contact the SAS office as early as possible prior to enrollment to make arrangements for appropriate services. Documentation of a disability and significant current functional impairment resulting from that disability is necessary in order for accommodations to be provided. If disability and need for accommodation are adequately shown and the provision of such accommodation would not fundamentally alter the academic program, the SAS office will discuss the provision of these accommodations with other appropriate USF representatives (e.g., the instructor of the course for which the student requests accommodation) and, if appropriate, will offer the student a reasonable accommodation. A letter describing that accommodation will be generated by SAS and a copy delivered to the instructor. Importantly, it is SAS that authorizes the reasonable accommodation, and students must present the appropriate documentation in order to receive the determined accommodation.

SAS is available to discuss implementation of accommodations with any faculty member. After meeting with SAS, a student may download a letter describing any accommodation(s) from the SAS website. Students are responsible for delivering accommodation letters to the instructors. Students may deliver the letter at any

time in the semester. Accommodations are not retroactive and are thus applicable from the date the instructor receives a memo forward. Instructors may require reasonable notice (no more than five [5] business days) prior to implementing accommodations.

All USF campuses provide these services. See these links for additional contact information:

- Tampa Campus: [Student Accessibility Services](#)
- Sarasota-Manatee Campus: [Student Accessibility Services](#)
- St. Petersburg Campus: [Student Accessibility Services](#)

## **CAPTIONING AND ACCESS OF MEDIA**

The University must provide academic accommodations for students as required by law. The most effective means of providing appropriate accommodation in an in-person instructional class is for students to request accommodation through SAS. The most effective means of providing equal access to media in academic programs is through ensuring that the products ordered in new courses or new media for existing courses are obtainable in an accessible format of equal educational content, such as captioning, subtitles or other accessible alternative format.

Because designated Instructors are responsible for selecting the media used in their courses, they are therefore in the optimal position to ensure that the media ordered in new courses or new media for existing courses are accessible or, if the products are not available or feasible, to offer an accessible alternative format or alternate assignment. SAS is available to serve as a liaison and guide for designated Instructors in ensuring immediate compliance for new courses or new media and for developing a compliance plan for transitioning existing courses and existing media to an accessible format by 2023. In the circumstances where there is no accessible format (including no alternative format) available, feasible or identified for media, disabled students should not be graded on such media and designated instructors should find alternate grading methods.

## **COURSE ATTENDANCE AT FIRST CLASS MEETING**

Students are required to attend the first-class meeting of undergraduate courses for which they registered. Names of students who register prior to the first day of the term are shown on the first class roll in *Canvas* for each course section. The first-class roll should be used by professors to drop students who do not attend the first day of class. To avoid fee liability and academic penalty, the student is responsible for ensuring that he/she has dropped or been dropped from all undesired courses by the end of the DROP/ADD period.

Logging into an online course without active participation is not considered attendance. Engaging in an educationally related activity is required to be considered attending a distance learning course. Consider using a *Canvas* Assignment or Quiz for First Day Attendance purposes. If a professor needs to request a change to a student's registration who was dropped accidentally from the class roster or drop a student who added late and does not have permission to remain due to content that cannot be made up, instructors may email requests to update their class rosters through the second week of term to [TellTheRegistrar@usf.edu](mailto:TellTheRegistrar@usf.edu).

## **GENERAL CLASS ATTENDANCE POLICY**

Students are expected to attend classes. An academic program or individual instructor may require a specified level of attendance as a condition for successfully completing a course. Instructors decide individually which, if any, absences will count as excused. Likewise, instructors may assign a portion of final course grades based on attendance and participation. Instructors must inform students of attendance requirements on syllabi.

### **Documented Jury Duty**

The university respects the need for all citizens to serve on a jury when called to duty. If a student serves as a juror, class absences will be considered excused when the student provides advance notice to the instructor, the instructor acknowledges the request, and the student provides written verification of jury selection and proof of service.

### **Documented Medical Attention for Illness**

Students are excused for absences from documented illnesses that require medical attention. Note that [Student Accessibility Services \(SAS\)](#) provides verification of illness for students with disability related absences. Some students with on-going chronic conditions may have an SAS accommodation indicating that faculty should not request medical documentation. Consult with SAS as needed. While students should not attend class with infectious conditions, even if medical attention is not sought, the decision to excuse absences from undocumented illnesses is at the discretion of the individual instructor. Consideration should also be given to students whose dependent children experience serious illness. Extended illnesses may interfere with the satisfactory completion of courses, and in such cases a student should contact their college by the deadline to drop a course. After the drop deadline, undergraduate students may submit a petition to the [Academic Regulations Committee \(ARC\)](#) and graduate students may submit a [graduate studies petition](#) with proper documentation to drop a course or withdraw for medical reasons. Undergraduate students may find additional information through their college ARC representative graduate students should be referred to their program coordinators.

## **EARLY NOTIFICATION OF INSTRUCTOR REQUIREMENT FOR UNIVERSITY SPONSORED ACTIVITIES**

The university recognizes the importance of participation in university-sponsored activities such as music performances, athletic competition, and debate. It also recognizes that such participation may result in conflicts with scheduled class times. It is the responsibility of participating students to provide a full list of anticipated conflicting days to instructors by the end of the first week of the term, and directors and advisors of University activity programs have an obligation to assist students with this task. Students are responsible for identifying potential absences specific to a particular class; a general schedule for a team or ensemble does not satisfy this requirement. Students should provide instructors with addenda and changes to scheduled conflicts (e.g., end-of-season tournaments, newly scheduled events, or rescheduled events) as soon as they are available. Directors and advisors of university activity programs should consult with participating students prior to registration to help them choose courses that do not have excessive anticipated conflicts.

Instructors should accommodate absences created when students represent the university by making arrangements with students ahead of time (when possible) or by providing a reasonable amount of time to make up missed work. Arranging to make up missed work is the responsibility of the student.



## **OBSERVANCE OF RELIGIOUS HOLY DAYS BY STUDENTS**

All students, faculty, and staff at USF have a right to expect that the University will reasonably accommodate their religious observances, practices, and beliefs. The university will, at the beginning of each academic term, provide written notice of the class schedule and formal examination periods. The instructor must make every attempt to schedule required classes and examinations in view of customarily observed religious holidays of those religious groups or communities comprising the University's constituency. No student shall be compelled to attend class or sit for an examination at a day or time prohibited by their religious belief.

Instructors should remind students at the beginning of the semester or on the course syllabus that they must provide notification at the beginning of the term if they intend to be absent because of religious observance. Students absent for religious reasons will be given reasonable opportunities to make up any work missed or shall not have that work averaged into the student's grade at the discretion of the instructor.

## **PROCEDURES FOR EXCUSED ABSENCES AND MAKE-UP WORK**

Students must notify their instructors of scheduled absences at the beginning of each academic term. In the event of an emergency unscheduled absence, students must contact their instructors as soon as possible and provide documentation, if required.

If excused for an absence, the student is responsible for completing all academic work, examinations, assignments, and labs within a period of time and in a manner deemed appropriate by the instructor. The manner for accommodating excused absences appropriately is in the hands of the instructor, but a student who is absent for an excused reason should not be at a disadvantage when compared to other students. Arranging to make up missed work is the responsibility of the student. Excused absences for other reasons may be allowed or declined entirely at the discretion of the instructor. Even if individual absences are excused, excessive absences may threaten a student's satisfactory completion of a course. Absences may count from the first class meeting, including for students who add the class after the first day.

## **MIDTERM GRADES**

In an attempt to assist the student in evaluating their academic status mid-term, the university requires instructors to submit midterm grades electronically for each student enrolled in 1000, 2000, 3000, and 4000 level courses. Instructors may choose to not report mid-term grades for alternate calendar courses, study abroad, directed studies, internships and other courses that do not follow the normal course schedule for the academic term, although they are encouraged to do so if appropriate.

## **ACADEMIC INTEGRITY OF STUDENTS**

### [USF Regulation 3.027](#)

Students attending USF are awarded degrees in recognition of successful completion of coursework in their chosen fields of study. Each individual is expected to earn their degree on the basis of personal effort. Consequently, any form of cheating on examinations or plagiarism on assigned papers constitutes unacceptable deceit and dishonesty. USF maintains a contract with a plagiarism detection service, and instructors are encouraged to use this service. Academic dishonesty cannot be tolerated in the university community and will be punishable, according to the seriousness of the offense.



## **PENALTIES FOR ACADEMIC DISHONESTY**

### [USF Regulation 3.027](#)

Penalties for academic dishonesty will depend on the seriousness of the offense and may include giving the student an “F” or “Zero” on the subject paper, lab report, etc.; or an “F” or “FF” grade in the course. If the offense is serious enough, it may warrant the student’s suspension or expulsion from the University. The University’s drop and forgiveness policies may not be used for a course in which the student has been accused of academic dishonesty. The internal transcript of a student who is awarded an “F” for academic dishonesty will read “FF.”

*Note: A grade of “F” for academic dishonesty, resulting in a grade of “FF” in the student’s record, requires notification of the intent to award the grade to the student and subsequent approval by the dean of graduate studies or dean of undergraduate studies. A student’s dismissal for reasons of academic dishonesty is reflected on the student’s transcript as “Dismissed for Academic Dishonesty.”*

## **DISRUPTION OF ACADEMIC PROCESS**

Disruption of the academic process is defined as the act, words, or general conduct of a student in a classroom or other academic environment which in the reasonable estimation of the instructor:

- Directs attention away from the academic matters at hand, such as noisy distractions, persistent, disrespectful or abusive interruption of lecture, exam, academic discussion, or general University exam, academic discussion, or general University operations; or
- Presents a danger to the health, safety or well-being of self or other persons. Misconduct occurring in other campus areas on university premises or which adversely affects the University community and/or the pursuit of its mission is already prohibited by the *Student Code of Conduct* and will be handled by those procedures.

## **TESTING AND FINAL EXAMINATIONS**

Examinations in academic subjects are, for most courses, an integral part of the learning process and one part of a procedure for evaluating student performance and determining grades. USF requires certain standards for the examination process in order to protect the academic integrity of courses and the best interests of both the student and instructor. All tests and final examinations, if not returned to the student, should be kept for one year.

## **TEST-FREE WEEK**

Effective fall 2020, for each fall and spring semester, the last full week of classes before final examinations is designated as Test Free Week. The intent of this policy is to establish a one week period of substantial and predictable study time for students.

During the Test Free Week period, regular lectures are expected to continue, including the introduction of new content, as deemed appropriate by the instructor. However, no exams will be given. Quizzes of no more than 10 short answer questions that can be taken in 15 minutes or less are allowable to cover new material introduced during the Test Free Week. Due dates for mandatory graded submissions of any kind (i.e., papers, presentations,

projects, and practicums) that fall within Test Free Week must be listed on the syllabus provided at the start of the course. Mandatory final examinations may not be given during the Test Free Week period. Refer to the [Office of the Registrar](#) for specific dates and calendars for each academic term.

## FINAL EXAMINATIONS

Per [USF POLICY 10-005](#), the last six (6) days of the fall and spring semesters shall be set aside for final examinations and any final examination of a comprehensive nature must be given during this designated period. If a final course examination is not given, the last segment examination in the course must be given in the period designated during final examination week. Take-home final examinations, papers, projects, practicums, and competency examinations are exceptions to the above rule and may be scheduled for completion at any time during finals week at the discretion of the instructor. The period of two hours shall be allotted for each final examination. If a student has a direct conflict of scheduled examinations that are scheduled according to the final exam schedule, or has three or more examinations scheduled on the same day, the student may petition the appropriate instructor to reschedule one of the student's examinations.

## FAMILY EDUCATIONAL RIGHTS & PRIVACY ACT (FERPA)

The purpose of the Family Educational Rights & Privacy Act (FERPA) is to identify the rights students have pertaining to their educational records. FERPA affords students the right to review their educational records, seek to have their records amended, and control the disclosure of information from their records. [University of South Florida's FERPA page](#) provides a detailed tutorial.

## POSTING GRADES

A student's academic progress and achievement are privileged information and public dissemination is prohibited by federal and state law as well as university policy. Posting grades using an identifier (e.g., name, initials, social security number, descriptive terms, etc.) that can link the grade to an individual student is prohibited. Grades should be safely communicated to students using the *Canvas* grade book.

## FINAL GRADE SUBMISSION

End-of-term grades are submitted using the eGrades tool within *Canvas*.

## INCOMPLETE GRADES

An "I" grade indicates incomplete coursework and may be awarded to graduate and undergraduate students. (Undergraduate rules apply to non-degree-seeking students.) It may be awarded to an undergraduate student only when a small portion of the student's work is incomplete and only when the student is otherwise earning a passing grade. The instructor will be required to complete the "I" grade contract online when posting the semester grade at the end of the term, identifying the remaining coursework to be completed, the student's last day of attendance, and the percent of work accomplished to this point. This online contract will be automatically copied to the student's email and to the Registrar. Until removed, the "I" is not computed in the GPA for either undergraduate or graduate students. The time limit for removing the "I" is to be set by the instructor of the course. For undergraduate students, this time limit may not exceed two academic semesters, whether or not the student is in residence, and/or graduation, whichever comes first. "I" grades not removed by the end of the time limit will be changed to "IF" or "IU," whichever is appropriate. If an instructor is willing, he or she may accept work

from a student after an “I” grade has changed to an “IF” or “IU” grade, and assign the student a final grade in the course, unless the student has graduated. Whether or not the student is in residence, any change to “IF” grades will be calculated in the cumulative GPA and, if applicable, the student will be placed on appropriate probation or academically dismissed.

### **LAST DAY OF ATTENDANCE**

To comply with federal regulations regarding student attendance, instructors are required to enter students’ the last date of attendance for all students receiving an F, I, or U grade. The last date of attendance is defined as the last date a documented academic related activity was completed by the student for the course. In the event of a federal audit, you may be asked to provide documentation (e.g. grade book entry, exams dates, submission of papers, etc.) to support the last date of attendance reported.

### **CHANGING GRADES**

A grade incorrectly reported on a student’s permanent record may be corrected by the faculty member via the eGrades system within *Canvas* with the approval of the department chair or other college designee. An “FF” grade may not be changed by the student through the grade forgiveness policy but may be changed by a decision resulting from an academic grievance. No grade may be changed once the student has graduated and the permanent transcript has been posted. If a student files a grade appeal (see Academic/Grade Appeals, below) and it is determined at any step in the grievance process that the grade given was “capricious and arbitrary,” the department chair, dean, or provost has the authority to file an administrative grade change. “Capricious and arbitrary” means the assigned grade was impacted by one or more of the following:

- based on something other than performance in the course;
- based on more exacting or demanding standards than were applied to other students in that course;
- the result of substantial departure from the instructor’s previously announced standards;
- based upon an illegal or unconstitutional act.

### **GRADE FORGIVENESS POLICY**

USF’s forgiveness policy permits an undergraduate to repeat a course and have the repeated grade computed in their GPA in place of the original grade. For the grade forgiveness policy and the restrictions associated with it, visit [this page](#) in the USF catalog.

### **ACADEMIC/GRADE APPEALS**

Students may appeal actions regarding their academic status and grades. In actions based on grades received or departmental requirements or actions, the student should first try to resolve the issue with the instructor or the department chair, depending on the issue. If the problem cannot be solved informally, then the student may formally appeal the action, beginning with the department/school chair/director. See the appeal procedures outlined in [USF Policy 10-002: Academic Grievance Procedure for Students](#).

## ACADEMIC REGULATIONS COMMITTEE

Certain academic regulations for the university are managed by the [Academic Regulations Committee \(ARC\)](#) within each college. Each college's Academic Regulations Committee regularly reviews petitions submitted by undergraduate students.

Undergraduate students must petition and secure approval from their college's Academic Regulations Committee to return to the university after having been academically dismissed or to receive special consideration regarding an academic regulation, including late or retroactive drop of a course, late registration or late add of a course, deletion of a course, and withdrawal from a term.

## TITLE IX MANDATORY REPORTING

All faculty (including adjunct instructors and graduate teaching assistants) are considered "responsible employees" and are required to promptly report allegations or instances of sexual harassment (including sexual violence) by or against any USF employee(s), student(s), or group(s). Responsible employees are required to attend Title IX training, which can be accessed via [MyUSF](#). (For more detailed information about Title IX, see Chapter 4.)

## PERSONAL RELATIONSHIPS WITH STUDENTS

It is a violation of [USF Policy 1-022](#) for faculty members, academic administrators, or employees to engage in an amorous, dating or sexual relationship with students or employees whom they instruct, evaluate, supervise, or advise, or over whom they are in a position to exercise authority in any way. Accordingly, consensual relationships of this nature that may exist prior to establishing a direct authority relationship require disclosure, management of potential conflicts of interest, and the protection of professional and educational environments.

## FACULTY EVALUATION

USF is required to regularly evaluate the effectiveness of each faculty member, adjunct instructor, and teaching assistant in accord with published criteria, regardless of contractual or tenured status. Student evaluations of teaching are addressed in the Collective Bargaining Agreement.

## LINKS TO POLICIES

The full text of policies referenced in this chapter and others are available at several websites:

- Undergraduate Studies: [www.usf.edu/undergrad/policies](http://www.usf.edu/undergrad/policies)
- Office of the Provost: [www.usf.edu/provost/faculty/forms-policies-handbook.aspx](http://www.usf.edu/provost/faculty/forms-policies-handbook.aspx)
- Office of General Counsel (USF Regulations and University Policies): [www.usf.edu/general-counsel/regulations-policies/index.aspx](http://www.usf.edu/general-counsel/regulations-policies/index.aspx)

Individual colleges often have their own rules, policies, and governance documents, so readers are encouraged to review their college websites for issues not addressed through the policies linked above.

# Chapter 7: Information Technology

[Information Technology \(IT\)](#) at USF provides a broad array of computing and computing support services for faculty, staff, and students. IT is committed to developing and maintaining technologies and support structures that aid and enhance USF life. The divisions within IT provide computing resources and services to the entire USF in direct support of research and instruction. IT is responsible for the management of administrative and academic computing, support of department and university-wide business systems including, but not limited to, Student Information Systems, Human Resource Systems, Financial and Budgeting Systems, and the MyUSF Portal. In addition, IT acts as an advocate in establishing the computing environment appropriate for USF's academic community and operates and supports the facilities required to generate this environment.

IT provides services and features to the USF community in the following areas:

- [Administrative & Business Systems](#)
- [Service Delivery & Support](#)
- [Communication & Collaboration](#)
- [Analytics & Reporting](#)
- [Professional Services](#)
- [Foundational Technology](#)
- [Cybersecurity & Safe Computing](#)
- [Teaching & Learning](#)
- [Research](#)

For a full list of services please visit [IT's Service Catalog](#).

## SUPPORT SERVICES

### IT Help Desk

The [Information Technology Help Desk](#) is your first point of contact for computing issues. Help Desk technicians provide support to students, faculty, and staff for computer accounts, [NetID](#) accounts, USF-owned computers, MyUSF portal issues, as well as work orders. These trained specialists are also available to assist users regarding web services, email, and computer labs, technology enhanced classrooms, virus and spyware protection at USF, campus internet connectivity, phone/voice systems, and business systems (GEMS, OASIS). The IT Help Desk is open seven days a week; make sure to check the IT website for times as they vary, please check web site for hours. The staff will make every effort to handle requests as they receive them. For more complex issues, technicians will create a work order so that appropriate service arrangements can be made. The [IT Help Desk](#) is available by phone, email, and live online support.

Information Technology helps USF students, staff, and faculty through the IT Help Desk, which can be accessed the following ways:

- Phone: 813-974-1222 or 866-974-1222 (toll-free in Florida)
- Email: [help@usf.edu](mailto:help@usf.edu)
- Live Online Support: [itchat.usf.edu](https://itchat.usf.edu)

### Special Needs

In accordance with Title II of the Americans with Disabilities Act, the following special telecommunications assistance is available for sensory-impaired persons: auxiliary aids such as amplified and hearing compatible handsets, special access telephone lines to accommodate Telecommunications Teletype (TDD/TTY) devices, and re-positioning telephones to provide better access to facilities by physically impaired individuals.

### NetID

The [NetID](#) is your user ID at the university. Students, faculty, and staff are automatically eligible to obtain a NetID. With its associated password, the NetID allows you a variety of online services offered at the entire university system, such as:

- [MyUSF Portal](#)
- [Computer Store](#)
- [Canvas Online Courseware](#)
- [USF Library Online Services](#)
- [Cloud Storage Services](#)
- [Outlook Email and Calendar for Faculty, Staff, and Students](#)
- [OASIS Student Information System](#)
- [Software Downloads](#)

Several of these services also require Multi-Factor Authentication (MFA) to finalize you're authentication and secure your credentials. After login, you will be prompted (by text or smartphone notification) to confirm that you are the person trying to login to your account. For more information regarding the USF NetID, visit the [NetID account page](#).

## IMPORTANT SERVICES

### MyUSF

[MyUSF](#) is the portal that allows students, faculty, and staff to access *Canvas*, GEMS, FAST, and OASIS all in one click. The portal also provides virtual workspaces for departments and individual workgroups to share and collaborate on various projects. Students and faculty can access *Canvas* via the portal which is a collection of online services and includes automatic electronic course space for every section of class, customized distribution of licensed software, as well as real-time information regarding available seats in our Open Use Computer Labs. Email can also be accessed from [MyUSF](#). You will need your NetID to login.

## Email

Students, faculty and staff employees are automatically provisioned a mailbox in USF's Office 365 environment which can be accessed from the [MyUSF portal](#). Faculty can use the many messaging features of *Canvas* to send and moderate communications to their entire course in a single action.

## Microsoft Teams

USF is using *Microsoft Teams* to provide synchronous virtual learning experiences for faculty to use. *Microsoft Teams* is not replacing *Canvas*, but instead allows students to connect with professors during class time or in smaller groups in a virtual remote session. Here are some helpful [training websites](#) related to *Microsoft Teams* that include, but are not limited to, the following topics:

- *Microsoft Teams* Essentials
- Meetings & Communications
- Breakout Rooms & Collaboration
- Recordings & Captioning

## Canvas

IT administers and supports an integrated academic toolkit for hosting web-based courses called [Canvas](#). This course-delivery tool suite includes easy features for uploading of course materials and assignments, chat rooms, threaded discussions, quiz/survey design, and grading. Accessed via the [MyUSF portal](#), *Canvas* is a Learning Management System (LMS). It's a set of tools to help you deliver your entire course online or to augment your traditional face-to-face classes. Our goal with *Canvas* is to make teaching and learning online easier for you.

*Canvas* is exclusively for USF faculty, staff and students with a valid NetID and password. *Canvas* courses are automatically created for each of your teaching appointments, and your students are added to their course within minutes of registration. Select administration tasks of taking first day attendance, midterm grades, and end-of-semester grades are also completed via your *Canvas* course sites.

## Computer Labs

IT supports the [computer labs](#) at the Tampa campus. Classroom computer labs are available by reservation only. If a class requires special software, be sure to discuss the needs with the lab manager before the beginning of the semester to assure the software is installed in the labs.

Open-use labs are available to all USF students, faculty, and staff. Printing in these labs are available via the Bull Buck\$ system and the Free Printing program.

## Remote Teaching

Faculty may be authorized to perform some of their normal duties and responsibilities using computers or telecommunications at sites other than campus. Deans may authorize remote teaching and may authorize the use of university-owned equipment or telecommunications services. Telecommuting equipment and services



will not be provided or paid for by the university if the telecommuting situation is occasional or incidental or is solely for the convenience of the employee.

Any faculty member authorized to telecommute must have a signed agreement that addresses the terms and conditions of the arrangement, including duration, work hours, location, description of equipment and service that the university and/or faculty member will provide, expenses to be paid by the university and/or faculty member, and how work will be evaluated.

### **Remote Work Toolkit**

The [Academic Continuity Faculty Toolkit](#) provides you with the information and resources necessary to support your online course delivery including frequently asked questions and technical assistance.

## **VOICE AND NETWORK ACCESS**

### **Wireless Access**

The USF has recently joined *Eduroam*, an international roaming service that provides students, researchers and faculty/staff with secure, easy to use network connectivity across member institutions. With *Eduroam* you will be able to use your NetID and password to connect to the wireless at other *Eduroam* member institutions. In order to use *Eduroam* you must utilize our NetConnect Onboarding agent. This process can be used to setup computers, tablets, and most mobile devices. More information can be found at [usf.edu/wireless](https://usf.edu/wireless).

### **Voice Communications**

Services include telephone service for your on-campus location, long distance access, voice mail, and training necessary to effectively utilize these services. Your department's telephone counselor works with IT customer service has been trained to help you determine your requirements. University faculty, staff, and students may contact the staff to order, install, move existing phones, and maintain your service. Your counselor has been trained to help you determine your requirements. University faculty, staff, and students may contact the [IT Help Desk](#) to report telephone trouble, ask questions concerning telephone features and voice mail, and to schedule faculty/staff training for telephone features. You can also access communication services through the [service catalog](#) for additional information.

### **Long Distance**

There is no charge for long distance calling for business purposes for faculty and staff. For international calling, a seven-digit authorization code is required. Please visit the [service catalog](#) for more information.

### **Conference Calls**

An audio teleconference bridge is available to individuals needing to reserve conference call services (local or long distance). To schedule a conference call, you will need to contact Communication Services at 813-974-4800. For additional conferencing options, please visit the communication [service catalog](#).

*Microsoft Teams* can also be used for conference calls.

## Data Communications

IT maintains the university high-speed network with Internet and Internet2 connections. Faculty should contact the [IT helpdesk](#) to obtain connections to the campus network. Desktop connections of 1Gbps are readily available in most locations. Higher speed connections for special applications can also be arranged on a case by case basis.

## USF COMPUTER STORE AND SOFTWARE LICENSING

The [USF Computer Store](#) provides personal and institutional computer sales and service for the USF community. Visit the store in person on the first floor of the Marshall Student Center. Fee-based professional computer repair services are available on the first floor of the library. IT also provides several software licenses for the benefit of the USF community. Free software is available to be locally downloaded by visiting the [IT website](#), while several software licenses are also available at a reduced price through the [USF Computer Store](#). Software available includes a broad array of popular word processing, spreadsheet, database, graphics, statistics, as well as virus protection.

## RESEARCH COMPUTING AND THE ADVANCED VISUALIZATION CENTER

[Research Computing](#) provides advanced computational and technology resources in support of research and instruction to the university community. In support of the needs for high end computations, Research Computing operates and maintains a cluster computer system with 7000 processors, several large memory SMP servers, GPU based systems, and 2.1 Petabytes of parallel storage. The staff of Research Computing provides scientific software installation and maintains a portfolio of over 140 software titles. The staff includes a computational scientist for consulting, grant preparation, and computational support for researchers. There is also a 300-processor student cluster that is available for student projects, research, and for use in classes. Research Computing provides online instruction and can host small group instructional sessions on advance computation topics.

The [Advanced Visualization Center \(AVC\)](#) staff assists students and faculty with the use of advanced technologies and the creation of visualizations for education and research. The AVC supports the advancement of technology in education with training on advanced software applications and data visualization techniques, and offers various technologies including an Ultra High-Resolution Visualization Wall, with remote access to USF's High Performance Computing Cluster. There is also a Visualization Student Lab, over twenty 3D printers and scanners, and augmented and virtual reality systems.

## CYBERSECURITY

IT provides the administration and facilitation of the University Computer Security program. As part of this service, IT monitors, reports, and provides resolution to computer security issues. This includes developing policies and procedures to protect university and individual resources on the USF community network. Virus protection software and best practices can be found at [www.usf.edu/it/documentation/data-security.aspx](http://www.usf.edu/it/documentation/data-security.aspx)

## **Appropriate Use of Information Technology Resources**

The computing and network facilities in the various colleges are a vital component of the academic environment and are provided by IT. Each person using these computers must be considerate of other users. The purpose of these facilities is the support of teaching and research by its authorized users. Any student, faculty, or staff wishing to establish connection to the USF network must read and sign the [Acceptable Use Policy](#).

Activities that damage or impede the work of other users are of concern. Such activities are discourteous and illegal. The State of Florida has laws which hold that unauthorized use (including accessing another user's account) leading to offenses against intellectual property and/or computer users, is a felony. Besides criminal penalties that can include imprisonment of up to fifteen years and fines, the college and/or university may impose administrative penalties and sanctions against those found to have violated the law.

## **WEB PAGES**

### **Internet Guidelines**

Use of official USF web pages and use of space on the university's Internet server by students, faculty, and staff are privileges granted by the university, and can be revoked by the university at any time. Computer and telecommunications resources have been allocated for web activities that support education, research, administrative processes, university sponsored service, and other legitimate purposes involving USF. The university's web resources shall not be used by any party for activities inconsistent with these purposes, such as, but not limited to, the display of pornography, or activities involving the violation of another party's copyright or trademark. Such improper use violates federal law, state law, USF policies. For questions please contact [University Communications & Marketing](#) at 813-974-4014.

### **Use of USF Trademarks on the Web**

The new USF logos are registered federal trademarks and are the exclusive property of the University of South Florida, and as such, they represent the authority and backing of the university. The logo is used by members of the university community to inform our various publics of the university's role in the sponsorship of its services and products. Organizations that would like to demonstrate an affiliation or partnership with USF may request permission to use the logo by contacting [University Communications & Marketing](#) at 813-974-4014.

# Chapter 8: USF Research & Innovation

This section is designed as an introduction and summary of the USF's research administration services, incentives, policies, and procedures. For details, please consult the official USF policies and procedures provided by the [Office of the General Counsel](#) under the heading Research & Innovation and various other documents available from [USF Research & Innovation](#).

## USF RESEARCH & INNOVATION

[USF Research & Innovation \(USFRI\)](#) coordinates and facilitates university research initiatives and provides administrative and regulatory support, as well as infrastructure services, for research programs within USF. USFRI provides administrative direction and oversight of research policies and procedures, regulatory assurances, investment and budgetary matters, and central services for the division's departments/units. The [Vice President for Research & Innovation](#) oversees:

- [Sponsored Research](#)
- [Research Integrity & Compliance](#)
- [Comparative Medicine](#)
- [Technology Transfer Office](#)
- [Office of Corporate Partnerships](#)
- [USF CONNECT](#)
- [USF Research Foundation](#)
- [USF Research Park](#)

The [Faculty Honors, Prizes and Awards Program](#) assists faculty with applications and nominations to distinguished recognition programs. USFRI also serves as home to the [National Academy of Inventors](#), the [Institute for Advanced Discovery & Innovation](#), and the [Florida Inventors Hall of Fame](#). USFRI coordinates and curates [media coverage of research and innovation](#) initiatives at the university and has a national social media presence on Twitter, Facebook and Instagram @USFResearch.

Specifically, USFRI is charged with the following university-wide responsibilities:

- The promotion and support of scholarly research and creative activities, including awards, honors, and prizes.
- Research policy and process development, administration, evaluation, and compliance.
- The development and administration of research incentive programs.
- The submission, negotiation, and execution of contracts and grants on behalf of the USF President.
- Institutional assurance administration.
- The protection and marketing of intellectual property.

- Institutional and collaborative research project development, including research institute/center proposal review and approval.
- National research funding trend identification and focused development of initiatives.
- Developing data and reports for research and innovation related surveys, benchmarking, and preeminence measures.
- University-industry partnerships.
- Economic development initiatives, including guidance and infrastructure assistance for start-up companies and incubator programs.
- Research park development and management.
- Administration of USFRI departments/units.

## **DEPARTMENTS IN USF RESEARCH & INNOVATION**

### **Sponsored Research**

[Sponsored Research \(SR\)](#) provides end-to-end research administration in support of sponsored projects at USF. SR assists researchers with funding searches and proposal development, provides fiscal services in support of USF sponsored research awards and activities, and protects the USF research program while maintaining a strategic balance of service and compliance. SR submits proposals to sponsors on behalf of researchers, negotiates and accepts the awards on behalf of the USF, negotiates and prepares related subcontracts with external agencies, sets up and manages budget and related transactions, invoices and provides required financial reports to sponsors, manages expenditure transfers and effort reporting, facilitates issuance of data use agreements, and completes final reconciliation and closeout of sponsored awards. Throughout the lifecycle of a sponsored award, SR serves as the liaison to sponsors for any issues, including grant extensions and modifications, change of Principal Investigator, change of work scope, budget transfers, property transfers, and revised budgets. SR works closely with faculty, one-on-one or in groups, to pursue major interdisciplinary and trans-disciplinary research initiatives, as well as collaborative national and international research partnerships. Faculty are urged to consult with their sponsored research administrator (SRA) and grants financial administrator (GFA) in SR for assistance with grants and contracts, and associated research administration or compliance matters. Contacts are available on the [Sponsored Research website](#).

### **Academy of Certified Research Administrators**

USFRI, now part of the [Office of the Provost](#), has engineered a unique central hub for research administration assistance and training. The [Academy of Certified Research Administrators](#) was developed to enhance the professional competencies of those who contribute to the research enterprise. The academy offers a certification program for university research administrators, in addition to a host of electronic tools and resources, which include the [Toolbox](#), a series of quick links to guides and instructions, tools and forms, online training and more, and the [FacultyOne-Stop](#) for quick reference at each phase of the research administration life cycle.

## Research Integrity & Compliance

USF faculty who conduct research should consult the [Research Integrity and Compliance \(RIC\) website](#) to ensure that they are complying with all regulations and policies pertaining to their research. RIC administers key research-related assurance and compliance programs required by federal and state agencies for the ethical conduct of research. In addition, RIC provides training and certification programs required for Investigators conducting research. The programs housed in RIC include:

- [Biosafety](#)
- [Research Boating](#)
- [Research Scientific Diving](#)
- [Conflict of Interest in Research](#)
- [Export Controls](#)
- [Human Subjects Research Protection](#)
- [Institutional Animal Use and Care](#)
- [Investigational New Drug \(IND\)/Investigational Device Exemption \(IDE\) assistance](#)
- [Quality Assurance \(QA\)/Quality Improvement \(QI\)](#)
- [Radiation Safety - Laser Safety](#)
- [Tax-free Ethyl Alcohol](#)
- [Research Misconduct](#)

RIC manages education programs in the Responsible Conduct of Research (RCR), investigates allegations of misconduct in research and responds to research related complaints submitted to [EthicsPoint](#).

## Biosafety Program

### [USF POLICY 0-311](#)

The [USF Biosafety Program](#) oversees the possession, use and storage of various Infectious Agents, and Recombinant Deoxyribonucleic Acid (rDNA), biological toxins, and Select Agents/Toxins, commonly known as biohazardous materials, in a research and/or teaching environment. Accordingly, the university has established an IBC for oversight and evaluation of the research and its laboratories that use biohazardous materials at USF and affiliated institutions to ensure that they are in compliance.

## Scientific Diving and Boating

### [USF POLICY 0-312](#)

The [Scientific Diving](#) and [Boating](#) programs are in place to ensure that all research diving and small vessel operations are conducted in a manner that will maximize protection from accidental injury and/or illness, and to set forth standards for training and certification. USF is an active member of the American Academy of Underwater Sciences (AAUS) and thereby complies with AAUS policy and procedures. Diving Safety oversees all scientific diving that occurs throughout any discipline at USF as well as the [Florida Institute of Oceanography \(FIO\)](#). The boating program adheres to the training standards set forth by the Department of

the Interior. Boating Safety requires prior training and approval for individuals seeking to conduct research using small vessels as a platform.

### **Export Controls**

#### [USF POLICY 0-316](#)

The [Office of Export Controls](#) at USF helps faculty, researchers, and staff navigate the complex environment of export regulations. USF is committed to the highest level of compliance with U.S. export control regulations.

### **Comparative Medicine**

[Comparative Medicine](#) serves as an advocate for animals involved in research within USF. Comparative Medicine provides a fully accredited, centralized service of pathogen-free animal procurement, husbandry, health surveillance, and quality control and is the Tampa Bay regional resource for laboratory animal-related veterinary services.

### **Technology Transfer Office**

The [USF Technology Transfer Office \(TTO\)](#) team mentors and supports faculty pursuing commercial applications of their research for the public good. Its mission is to seamlessly turn ground-breaking research into real-world solutions. By patenting and licensing Intellectual property (IP), the TTO generates revenue that is used to reward inventors for their creativity and support future research, creative and educational programs at USF. For information about TTO services, including invention and copyright disclosure forms, see [TTO Forms](#). For IP policy information, see below and [USF POLICY 0-300 Inventions & Works](#).

### **Protecting Confidential Information and Transferred Materials**

Before engaging in [confidential discussions or transferring materials](#) (samples) to industry or collaborators, the TTO encourages faculty to contact them. The TTO can put confidentiality agreements (CDAs) or material transfer agreements (MTAs) in place to protect faculty intellectual property. The TTO will review, process, and obtain all necessary signatures for these agreements. It is also important for faculty to have a CDA in place before disclosing confidential information in posters, conference abstracts, or publications.

A Confidentiality Disclosure Agreement (CDA) establishes a clear understanding about the proprietary nature of the information and protects sensitive non-public information.

A Material Transfer Agreement (MTA) establishes ownership rights and the allowed use of the proprietary materials, and modifications, or derivatives that may come from the material.

### **USF Research Foundation, Inc.**

The [USF Research Foundation \(USFRF\)](#) is a direct support organization (DSO) that was established to promote, encourage, and enhance research activities of USF. Incorporated by the State of Florida in 1989, this not-for-profit organization provides a means by which discoveries, inventions, processes, and work products of USF faculty, staff, and students can be transferred from the university laboratory to benefit the



public. USFRF provides broad and flexible financial mechanisms in support of research operations, contracts and grants, and the commercialization of USF inventions. USFRF owns and operates the USF Research Park located adjacent to the Tampa campus.

### **USF Research Park**

Located at the gateway on the Tampa campus, the [USF Research Park](#) is designed to bring together researchers, patent officers, entrepreneurs, financial investors and corporations to maximize the success of technology commercialization and the Tampa Bay region's growing innovation and knowledge economy. With its existing properties consistently at full capacity in recent years, a three-story, 120,000 square foot research laboratory and office building opened in the spring of 2022.

### **Tampa Bay Technology Incubator**

The [Tampa Bay Technology Incubator](#) is the business incubator program that supports technology research as a catalyst for economic development. It provides startup programming, subject matter advisors, professional networking opportunities, and world-class amenities for high technology ventures in such areas as therapeutics, biotech, biopharma, medical device, engineering, and cybertech.

### **Florida High Tech Corridor Council Matching Grants Research Program**

The [Matching Grant Research Program](#) at USF can provide up to \$150,000 in matching grant funds for collaborative research projects between local industry partners and USF researchers, including Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) funded projects. Corridor funding is used to expand the project's scope of work and support student involvement in cutting-edge research endeavors.

### **Research Council**

The [USF Research Council \(RC\)](#) is a standing council of the USF Faculty Senate and reports to the Faculty Senate and the vice president for research & innovation.

The Research Council is responsible for advising the president, vice president for research & innovation, and other administration officials across USF on matters pertaining to policies and procedures intended to promote growth, excellence, and integrity in research and creative activity throughout the university community.

### **Internal Awards Program**

The mission of the [Internal Awards Program \(IAP\)](#) is to foster excellence in research and scholarship by USF faculty and support activities aimed at securing extramural funding. In the allocation of funds across program categories, the highest priority is given to initiatives aimed at funding activities likely to enable leveraging for additional extramural funding and initiatives aimed at scholarly activities for which availability of extramural funding is extremely limited.

## **USF Strategic Investment Pool (SIP) Awards**

The [Strategic Investment Pool \(SIP\) Awards](#), administered through USF Research & Innovation, offer tenured/tenure-track and full-time research faculty members the opportunity to apply for strategic investment pool funds.

Proposals are evaluated by the Research Advisory Committee (RAC), based on the following criteria: expertise of the PI/Co-PI; focus on novel, innovative, and inventive research and development; promotion of interdisciplinary and/or international collaboration; alignment with the USF Research Strategic Plan and/or other USF strategic priorities; potential for future funding and sustainability of project for a minimum of three years beyond initial funding; clarity of budget; and justification for funding.

## **USF POLICIES PERTAINING TO RESEARCH & RESEARCH GRANTS**

### **[USF POLICY 0-304](#)**

USF policies, procedures and guidelines related to Research are provided in [USF POLICY 0-304](#). In addition, a number of CCHIPs (Change or Clarification in Procedure) have been developed to provide a means to distribute procedural updates or reminders relative to the fiscal management of research awards, and are available on the [Sponsored Research website](#).

## **ELIGIBILITY TO SERVE AS A PRINCIPAL INVESTIGATOR**

Essential to a university's success as a research institution is the collective, creative ability of its [Principal Investigators](#) to define new problems and avenues of research, with the goal of creating and sharing new knowledge. The ability of Principal Investigators to secure external funding to support their research is essential to achieve this success.

Within the USF, the management of research projects is a collective [responsibility](#). The Principal Investigator is responsible for the appropriate scientific conduct and overall management of a sponsored project. The university is responsible for providing an environment that fosters creativity and innovation within an infrastructure for the administrative and financial oversight required to manage externally funded programs.

Submission of a grant or contract to an agency or organization by USF is a commitment for the term of a funded award for the space and facilities with which to complete the research. For this reason, a principal investigator must be an individual to whom the university is willing to commit these resources as a member of the USF community.

To assist in the identification of the specific ranks and appointments that are entitled to this privilege, [guidelines](#) to determine who can serve as a Principal Investigator within USF have been established.

## **MISCONDUCT IN RESEARCH**

### **[USF POLICY 0-301](#)**

USF expects that all research conducted by its faculty, students, or other associates will comply with generally accepted ethical and legal standards for research. [Research misconduct](#) is defined as the fabrication or

falsification of data, plagiarism, or other practices that seriously deviate from commonly accepted practices in proposing, carrying out, or reporting research. Research misconduct does not include honest error or honest differences in interpretations or judgments of data. Any person who has reason to believe that an individual has engaged in an act of research misconduct within USF should report that act via email to [ResearchMisconduct@usf.edu](mailto:ResearchMisconduct@usf.edu). The Research Integrity Officer (RIO) will conduct a preliminary and informal inquiry into the allegation. A full description of the research misconduct process is outlined in [USF Policy 0-301 Misconduct in Research](#).

## **INDIVIDUAL AND INSTITUTIONAL CONFLICTS OF INTEREST IN USF RESEARCH PROJECTS**

[USF POLICY 0-309](#) (Individual conflicts of interest in research) [USF POLICY 0-317](#) (Institutional conflicts of interest in research)

Any USF investigator who is responsible for the design, conduct, or reporting of a sponsored research project that is conducted under the auspices of USF must [disclose financial or other interests that are or may be perceived to be related to the project](#) (including interests of spouses and dependent children). If USF determines that such interests may affect the design, conduct, or reporting of the project, steps will be taken to manage or eliminate the conflict. Such disclosure of financial interests must be made in the [Applications for Research Compliance \(ARC\)](#) system. USF requires the disclosure of significant financial interests prior to submission of research proposals to federal agencies, at the time when a Significant Financial Interest changes, and annually, if awarded. Conflicts of interest that arise during the conduct of a funded project must be reported through ARC for review by the USF Conflict of Interest Program. If the Conflict of Interest Program determines that a conflict exists, a management plan will be prepared and forwarded to the investigator. If the project qualifies for administrative approval pursuant to Conflict of Interest Program guidelines, the management plan may be administratively approved. If the project does not qualify for administrative approval, the management plan will be reviewed by the convened committee. The committee may rule that the project may not proceed or may impose certain conditions or restrictions. If the university determines that financial interests of the institution or of its covered officials may affect the design, conduct, or reporting of the project, steps will be taken to manage or eliminate the conflict. Potential institutional conflicts of interest are also disclosed in the ARC system. Faculty who are conducting research should consult the [USF POLICY 0-309](#) Individual Conflicts of Interest in USF Research Projects and [USF POLICY 0-317](#) Institutional Conflicts of Interest in USF Research Projects.

Failure to file disclosures for significant financial interests or relationships for a sponsored research project will be grounds for disciplinary action under the Collective Bargaining Agreement, Article 16.1. In addition, failure to comply with requirements to file a complete and accurate disclosure may result in the termination of current awards and/or the Investigator becoming ineligible to receive future awards.

## **MATTERS OF NEPOTISM IN RESEARCH**

[USF Regulation 10.107](#), [USF POLICY 0-309](#), [USF POLICY 0-027](#)

Nepotism occurs when an employee has influence or decision-making authority over the employment of a relative. This includes relatives who are hired on sponsored research grants. In that case, USF Regulation [10.107](#) and USF Policies [0-309](#) and [0-027](#) apply. Relatives are defined in the policies as persons related to each other in the following ways: husband; wife; parent; child; brother; sister; spouse of a child, brother, sister or parent; or parent, child brother or sister of spouse; grandparent; grandchild; aunt, uncle, first cousin, niece or nephew. Related

person also includes a person who is engaged to be married to an employee or otherwise holds themselves out as or is generally known as the person whom the employee intends to marry or with whom the employee intends to form a household, or any other person having the same legal residence as the USF employee. Faculty who would like to hire relatives to work on a sponsored project must first receive written permission to do so from the department chair, dean (who will provide a copy of the approval to the provost), and/or the Office of Faculty Affairs for USF Health, as appropriate. The approval must be attached to their Sponsored Research Internal Form at the time of proposal submission. Upon receipt of a notice of award, the related persons must each complete and submit a conflict of interest disclosure in ARC and notify the funding agency of the relationship and indicate that the potential conflict will be managed in accordance with university policies and procedures.

## **USE OF HUMAN SUBJECTS IN RESEARCH**

### **USF POLICY 0-305**

USF requires from faculty, staff, and students the responsible conduct of research and the ethical treatment of human subjects in research. USF has a systematic and comprehensive [Human Research Protection Program \(HRPP\)](#) that is designed to protect the rights, safety, and welfare of human subjects who participate in the research programs at USF and its affiliated institutions. The program is based on the ethical principles outlined in the Nuremberg Code, the Declaration of Helsinki, and the Belmont Report. No human subject research may be initiated and no ongoing human subject research may continue in the absence of approval by the USF Institutional Review Board. For a complete description of guidelines for research involving human subjects, contact [Research Integrity & Compliance](#).

## **USE OF ANIMAL SUBJECTS IN RESEARCH**

### **USF POLICY 0-308**

USF affirms that respect for all forms of life is an inherent characteristic of scientists who conduct [research involving animals](#); that the respectful treatment, care, and use of animals involved in research is an ethical and scientific necessity; and that the use of animals in research and teaching contributes to the advancement of knowledge and understanding. Accordingly, USF has established and provides resources for an Animal Care and Use Program that is managed in accordance with the Animal Welfare Act, Title 9, Code of Federal Regulations, Subchapter A, "Animal Welfare," Parts 1-3, and the Public Health Service Policy on Humane Care and Use of Laboratory Animals. All research and teaching activities involving vertebrate animals must be conducted in accordance with USF Institutional Animal Care and Use Committee (IACUC) Principles and Procedures for Animal Care and Use. For a complete description of guidelines for research involving animal subjects, contact [Research Integrity & Compliance, IACUC](#) team.

## **QUALITY ASSURANCE / QUALITY IMPROVEMENT (QA/QI)**

The [Quality Assurance / Quality Improvement \(QA/QI\)](#) Program assists USF, its affiliate partners, and USF researchers in performing human subject research of the highest ethical standards and promoting confidence in the integrity of human subject research at USF. In addition to [routine and for-cause audits](#), the QA/QI Program provides training and education to researchers and their study teams and provides them with [tools to facilitate the conduct of their research](#). Additionally, the QA/QI Program is responsible for monitoring [ClinicalTrials.gov](#) compliance.

## **RADIATION SAFETY, LASER SAFETY AND TAX-FREE ETHYL ALCOHOL PROGRAMS**

### USF POLICY 0-315

The [USF Ionizing Radiation Safety Office](#) provides training and support to the USF researcher utilizing radioactive materials and/or equipment that produces ionizing radiation. The purpose of the USF Laser Safety Program is to ensure the safe use of all laser devices in USF teaching and research by identifying hazards, providing recommendations for proper use, and for web-based laser safety training. USF is approved to purchase alcohol, free of the Federal Alcohol Tax for research purposes.

## **TUITION PAYMENT GUIDELINES FOR SPONSORED RESEARCH PROJECTS**

Faculty members within USF are required to include funding for graduate student tuition payments in grant proposal and award budgets whenever permitted by the sponsoring agency. For details, refer to the [Tuition Payment Guidelines](#).

## **INVENTIONS AND WORKS**

### USF POLICY 300

[Inventions](#) include any discovery, invention, process, instructional technology material, composition of matter, article of manufacture, know-how, design, model, technological development, strain, variety, culture of an organism, or portion, modification, translation or extension of these items, and any mark used in connection with these items.

An employee shall fully disclose to the Technology Transfer Office all inventions developed or discovered while an employee of USF. A determination will be made whether USF wishes to assert any interest in the invention and negotiations will be carried out regarding distribution of any proceeds from the invention. For information on inventions created under a sponsored research contract or grant, or issues related to patents, see [rules and guidelines](#).

Works are defined as any copyrightable material such as printed material, software, databases, audio and visual material, circuit diagrams, architectural and engineering drawings, choreographic works, lectures, and musical, dramatic, pictorial, graphic, or sculptural works.

If a work is made in the course of independent efforts without use of USF resources, facilities, or property, the work is the property of the employee. However, if the work was made with the use of USF resources, facilities, or property, the work is the property of USF and the employee shall share in any proceeds from that work. Exceptions include books, articles and similar works intended for the dissemination of research and scholarship, or works developed without the use of appreciable USF support and used solely for the purpose of assisting or enhancing the employee's instructional assignment.

If a work falls under that designated as property of USF, the employee must disclose the work and the circumstances of its creation to the Technology Transfer Office. Within a reasonable time, not to exceed 60 days following the date of receipt of a complete disclosure, the Technology Transfer Office shall give written notice to the author as to whether USF wishes to assert its interest in the work.

## **COPYRIGHT POLICY**

Copyright is a form of protection provided by the laws of the United States (Title 17, U.S.C.) to the authors of “original works of authorship,” including literary, dramatic, musical, artistic, and certain other intellectual works. This protection is available for both published and unpublished works.

Section 106 of the 1976 Copyright Act generally gives the owner of copyright the exclusive right to do and to authorize others to do the following:

- To reproduce the work in copies or phonorecords
- To prepare derivative works based upon the work
- To distribute copies or phonorecords of the work to the public by sale or other transfer of ownership, or by rental, lease, or lending
- To perform the work publicly, in the case of literary, musical, dramatic, and choreographic works, pantomimes, and motion pictures and other audiovisual works
- To display the copyrighted work publicly, in the case of literary, musical, dramatic, and choreographic works, pantomimes, and pictorial, graphic, or sculptural works, including the individual images of a motion picture or other audiovisual work
- In the case of sound recordings, to perform the work publicly by means of a digital audio transmission

Assistance with copyright issues may be obtained from the [USF Library](#).

## **ADDITIONAL COMPENSATION ON CONTRACTS AND GRANTS**

See “Faculty Extra Compensation Guidelines for Research,” “Faculty Extra Compensation,” and “Faculty Extra State Compensation Procedures” at [Research & Innovation Policies, Procedures, and Guidelines](#).

The approval of additional compensation on contract and grant accounts will be provided only under the conditions of the policy, which is based on federal and state regulations and applies to all contract and grant accounts regardless of funding source.

In all cases, the principal investigator and all co-principal investigators are ineligible to receive additional compensation. Internal Awards, convenience funds and Research Initiatives Accounts (RIA) may not be used to pay additional compensation under any circumstances.

Additional compensation may be paid only where there is clearly no relation to the normal workload of that individual and where it can be shown that he/she is the best individual available to perform the work and services (see policy for details).

By nature, work and services performed for additional compensation must be short-term in duration (less than six months). Faculty members making long-term commitments to sponsored projects should seek release time from their department chairperson and dean and should be directly appointed to the contract or grant. The amount of additional compensation must not be excessive.

Faculty members who have pledged to a sponsoring agency that a certain percentage of their effort would be devoted to a specific contract or grant must assure that secondary employment does not reduce that required effort. The sponsoring agency must allow the payment of additional compensation.

All additional compensation requests on contract and grant accounts must have the prior approval of the vice president for research & innovation via the attachment to the “Proposal Review and Certification” form.

All additional compensation paid to any USF employee during the academic fiscal year comes under a 20% limit rule. This includes payments made through Contract and Grant dual compensated employment, College Workload Adjustment, Extended Studies Overload, and Contract and Grant Overload.

### **USF GUIDANCE ON DISCLOSING FOREIGN RELATIONSHIPS**

As a globally engaged institution, USF is mindful of the federal government’s heightened concerns regarding the influence of foreign governments and entities on federally funded research. As such, disclosures of Outside Activity, Other Support and Significant Financial Interests must be made completely and timely. Full transparency is expected by federal agencies and USF.

USF Research & Innovation’s [Foreign Influence website](#) provides details on communications from federal entities, programs and policies in place at USF to protect you and your research, FAQs and examples of problematic situations and contracts provided by the U.S. Senate.



# Chapter 9: Faculty Employment and Related Issues

As is the case for other sections of the Faculty Handbook, this chapter is designed only as an overview of various aspects concerning faculty employment at USF, and the descriptions that follow are not intended to constitute contractual terms and/or conditions of employment. For specific details and for changes that may have occurred, please consult the current [USF-UFF Collective Bargaining Agreement \(CBA\)](#) (in-unit faculty) and/or USF policies and regulations (out-of-unit faculty; see Chapter 4).

## ACADEMIC FREEDOM AND RESPONSIBILITY

USF is committed to the fundamental principles of academic freedom and believes that only within an environment of free inquiry, free expression, intellectual honesty, and respect of human dignity can the University fulfill its mission. Academic freedom applies to teaching, research/creative activity, and public service and is a right of both faculty and students. Faculty members have the freedom to present and discuss their own academic subjects frankly and forthrightly without fear of censorship, to conduct and present their research freely, and to select instructional materials and determine grades in accordance with University and BOT policies. The administration of USF is expected to imply a commitment to foster within the University a climate favorable to the exercise of freedom by adherence to principles of shared governance and ensuring recognition of the importance of professional judgments of employees in the development of academic policies and processes.

At the same time, academic responsibility implies the honest and responsible performance of academic duties and obligations, the commitment to support the exercise of freedom by others, and the candor to make it clear that faculty members may be freely identified as USF employees, but that they are not speaking as a representative of USF. As well, faculty members have a responsibility to ensure that students learn in an atmosphere that welcomes intellectual inquiry and rational discussion.

## EXPECTATIONS OF USF FACULTY MEMBERS

The roles and responsibilities of academic faculty are complex and often involve regulations with which faculty are not intuitively familiar. Although by no means exhaustive, the list below represents some expectations that faculty members are advised to be aware of. Several of these are issues touched on in various portions of this handbook, but you are encouraged to consult with your department for specific information if you are unfamiliar with these areas of responsibility:

- Carefully construct and adhere closely to the terms and conditions specified in your syllabus, treating it as a contractual arrangement.
- Avoid personal involvement with students; those whom you perceive as struggling with nonacademic issues should be referred to the [Counseling Center](#), or with issues related to sexual and/or physical violence, the [Center for Victim Advocacy and Violence Prevention](#).
- Relatedly, adhere to Title IX and Violence Against Women Act (VAWA) responsibilities that have been assigned by federal mandate to faculty.

- Be aware of, and adhere to, federal regulations concerning students' privacy regarding their coursework (Family Educational Rights and Privacy Act [FERPA]) and medical information (Health Insurance Portability and Accountability Act [HIPPA]).
- Cooperate with Student Accessibility Services in providing approved accommodations to students with documented disabilities.
- Order textbooks by state-mandated dates for each semester (currently, 45 days in advance of the first day of class).
- Be aware that as a public employee, your communications, with limited exceptions, are subject to public disclosure, and you can be required to produce them. This requirement stems from Florida's Public Records laws, also known as the state's "Sunshine Laws".
- Submit travel authorization and reimbursement forms in a timely fashion, especially any involving international travel.
- Complete and submit Faculty Activity Reports (FAR) in a timely fashion.
- Complete and submit materials for your annual reviews by the requested deadlines.
- In compliance with state law, seek approval of outside activities through the eDisclose system in advance of the activity.
- Submit all student grades by the established deadlines.
- Report sick/annual leave appropriately and in a timely fashion.
- Be familiar with and adhere to federal copyright statutes.
- Do not present yourself as a representative of USF in matters not related to performance of your job duties.
- When appropriately representing yourself as an employee of USF, coordinate communications with an elected local, state, or federal official with the [Office of Government Relations](#) (see [USF POLICY 0-011](#)). This includes writing to elected officials using USF letterhead.
- If participating as a faculty member in activities involving minors (e.g., summer camps), be sure you have obtained the proper level of background clearance.
- Practice informed "cyber hygiene" in the use of university technology, especially the USF computing system (see [www.usf.edu/it/documentation/data-security.aspx](http://www.usf.edu/it/documentation/data-security.aspx))

## **FACULTY HONORS AND AWARDS**

Detailed information on purpose, nomination/application, and eligibility for select faculty awards and honors can be found here: [www.usf.edu/provost/faculty-success/professional-development/faculty-awards.aspx](http://www.usf.edu/provost/faculty-success/professional-development/faculty-awards.aspx).

## **COLLECTIVE BARGAINING**

The [United Faculty of Florida \(UFF\), through its USF Chapter](#), is the exclusive representative of all employees in the bargaining unit for purposes of collective bargaining. Appendix A of the Collective Bargaining Agreement (CBA) lists all position titles that are considered "in-unit", although there may be some exclusions for those with

administrative responsibilities. (For a detailed discussion, see [Understanding Labor Relations at USF](#).) Membership in the United Faculty of Florida is voluntary, and discrimination based on membership or non-membership is not permitted.

The [Collective Bargaining Agreement \(CBA\)](#) is a legal contract, and only state and federal laws and regulations supersede the provisions of the agreement. Because the CBA covers all faculty employees in the bargaining unit, whether a dues-paying member or not, faculty members should be familiar with the agreement. The agreement addresses such principles as academic freedom, nondiscrimination, assignment of responsibilities, evaluations, promotion and tenure, salaries, fringe benefits, sabbaticals and leaves, termination, and other employee rights, such as the formal grievance procedures available to an in-unit employee when the employee and the University are unable to reach a resolution on a problem.

The sections that follow are derived in large part from the Collective Bargaining Agreement and are therefore most pertinent to in-unit faculty members, although there is considerable overlap in the policies, procedures, and benefits that apply to out-of-unit faculty members. Consult the most current version of the Collective Bargaining Agreement and/or University policies and regulations for the specific language pertaining to any of the topics discussed. The articles shown in headings refer to the specific sections of the Collective Bargaining Agreement that deals with the topic being discussed.

## **APPOINTMENTS (ARTICLE 8)**

All regular nine-month faculty are appointed on a standard appointment contract signed by the provost, dean, and the faculty member and remain in effect unless the essence of the appointment changes. All academic year faculty appointments begin on standardized dates. In USF Health, appointments are typically for 12 months and the standard appointment contract is signed by the vice-president for health, dean, and the faculty member. All academic year faculty appointments begin on standardized dates.

### **Change of Appointment**

Faculty serving on a 12-month appointment may request to be moved to an academic year appointment or an annual leave accruing appointment of less than 12 months. Similarly, a faculty member serving on an academic year appointment may request a calendar year appointment or an annual leave accruing appointment of less than 12 months, but more than nine months. Granting of such requests is at the discretion of the provost or vice-president for health as appropriate. The formula for salary conversion as the consequence of these changes in appointments is in the CBA.

### **Summer Appointments**

Summer appointments are not guaranteed and are determined equitably based upon available resources, teaching needs of the department, and aspects of the Collective Bargaining Agreement. The salary for teaching a course during a summer semester shall be that specified in the Collective Bargaining Agreement for in-unit faculty members.

Many faculty members who do not have summer appointments may wish to continue to pursue their research interests during the summer. However, faculty do so with the understanding that such work is voluntary and

should not expect to be paid for the work done during this non-compensated time or reimbursed for that time at a later date.

### **Extra University Compensation Appointments**

Extra university compensation is defined as university compensation for any duties in excess of a full appointment (1.0 FTE). Available extra university compensation appointments within the university shall be offered equitably and as appropriate to qualified employees in sufficient time to allow voluntary acceptance or rejection. Extra compensation must be paid in accordance with applicable laws, rules, and procedures and/or as outlined in the CBA.

## **TENURE (ARTICLE 15)**

Tenure is a status granted by the Board of Trustees upon recommendation of the president. Tenure represents a guarantee of annual reappointment until the faculty member voluntarily resigns or retires, is terminated for just cause, is discontinued because of layoff, is deemed to have abandoned their position, or dies.

### **Criteria**

Evaluation for tenure involves three components: teaching (including advising or comparable activity appropriate to the unit); research/creative work; and service to the University, profession and the community.

Tenure is awarded only as a result of careful assessment over a period of time sufficient to judge the faculty member's documented accomplishments, ability, and probable future productivity. A judgment must be made that the faculty member's record represents a pattern indicative of continued accomplishment and productivity.

The university's tenure and promotion process currently operates under a set of [guidelines and procedures](#) that went into effect July 1, 2020.

### **Eligibility**

Tenure is normally considered in the sixth year of tenure-earning service. However, the current guidelines and CBA allow colleges to establish periods of probation that are longer (but not to exceed eight years), so faculty members should consult the tenure and promotion guidelines of their specific college. Also, faculty members may be considered for tenure earlier than the required probationary period, but require the approval of their chair/director and dean's office to do so. If tenure is not granted by the end of the college's specified probationary period, a faculty member may not continue in that position and must be given a notice of non-reappointment. Normally tenure is granted to assistant professors simultaneous with promotion to associate professor.

Part-time tenure-earning service of a faculty member employed at least one full semester in any 12-month period shall be accumulated on a pro-rata basis (e.g., two years of half time service is considered one year of service for purposes of tenure eligibility). The semesters during which a faculty member is on paid or unpaid leave are not credited toward tenure unless by mutual agreement between the faculty member and the dean.

Under exceptional circumstances, faculty may be recommended for tenure at the time of their initial appointment, independent of their previous tenure-earning or tenured status. Such recommendations require the concurrence of the department, the chair/director, the dean, the provost, the president, and the Board of Trustees.

### **Progress Toward Tenure Review/Statement**

It is the responsibility of the department peer committee and department/school chair/director or other appropriate administrator to include a progress toward tenure review/statement as part of the annual evaluation for all faculty in the probationary period for tenure.

### **Mid-Tenure Review**

For those faculty appointed with the full probationary term a more extensive pre-tenure review will be conducted during the third or fourth year, depending on a college's specification. If an individual is credited with tenure-earning service at the time of initial appointment, the review will be conducted at the approximate mid-point of the probationary period. The mid-point review will be conducted by the department's tenure and promotion committee, the department chair/director or other appropriate administrator, the college or college/campus tenure and promotion committee, and the college/campus dean. Upon the request of the faculty member, the review of progress toward tenure will include the provost.

The mid-point review is intended to be informative, and to be encouraging to faculty who are making solid progress toward tenure, instructional to faculty who may need to improve in selected areas of performance, and cautionary to faculty where progress is significantly lacking.

### **Transfer of Tenure-Earning Credit**

Faculty with tenure-earning credit at another institution may apply to have their tenure earning credit transferred at the time of the initial appointment to their college. Credit for tenure-earning time at another institution must be recommended by the department faculty, department/school chair/director, dean, and approved by the provost or senior vice president for USF Health.

If a faculty member is transferred from one academic unit to another within the University, the individual's tenure-earning or tenure status also transfers. If a faculty member is already tenured, transfer will require a majority vote of the tenured members of the academic department as determined by that unit's governance document.

### **Process**

Each eligible faculty member will receive from their college a copy of the tenure and promotion packet, which includes instructions, details about required documentation and peer reviews, and all forms to be filled out, deadlines, etc. Tenure and promotion nominations generally are considered simultaneously and must be submitted using the appropriate University format for review at the departmental, college and/or area level, and to the provost. The decision to grant tenure is not final until approved by the Board of Trustees. The decision to deny tenure is made only after review and determination by the provost.

## Tenure Denials

Tenure-earning faculty who are not granted tenure by the end of their probationary period shall be given a notice of non-reappointment of contract, ending their employment one year from the date of notice. If tenure is not granted, the faculty member shall be notified in writing by the provost of the final action taken. If a faculty member who has been denied tenure believes their rights pursuant to the Collective Bargaining Agreement have been violated or that the University has failed to comply with the university's criteria for tenure, permanent status or promotion or procedures, grievance may be filed using the appropriate collective bargaining or university regulation procedures.

## PROMOTION (ARTICLE 14)

Application for promotion from assistant professor to associate professor normally occurs simultaneous with candidacy for tenure. Promotion to full professor carries no time requirements.

### Criteria

Because the judgment of readiness for promotion is based upon a careful evaluation of the candidate's contributions in teaching, research/creativity, and service, the same procedures and the same documentation used to assess tenure are used to determine promotion. Standards for promotion are specified in the [Guidelines for Tenure and Promotion](#).

### Progress Toward Promotion

After completing one year of employment, faculty eligible for consideration for promotion shall receive, if annually requested, an appraisal regarding their progress toward promotion. The appraisal shall be included as a separate component of the annual evaluation and is intended to provide assistance and counseling to candidates to help them to qualify themselves for promotion. The employee may request, in writing, a meeting with an administrator at the next higher level to discuss concerns regarding the promotion appraisal which were not resolved in previous discussions with the evaluator. The appraisals are not binding upon the University.

### Notification

Promotion is granted by the provost or senior vice president for USF Health and president, and is effective with appointment in the next academic year. Faculty who are denied promotion shall be notified in writing by the provost or senior vice president for USF Health of the final action taken, a statement of the reasons for the denial, and a statement regarding the appeal process. Such notice shall be made in writing within 10 days or as soon as possible thereafter, of the decision to deny.

### Denial of Promotion

The same procedures for grieving a denial of tenure apply to denial of promotion.

## FACULTY ASSIGNMENTS (ARTICLE 9)

### Twelve Hour Law

By Florida state statute ([FS 1012.945](#)), full-time faculty must have a minimum assignment of 12 contact hours of instruction in front of a class or the equivalent in other assigned duties and responsibilities. The "or

the equivalent in other assigned duties” may include effort assigned to other responsibilities such as research, advisement, service, governance, etc. Thus, not all faculty members must teach 12 classroom contact hours.

### **Written Annual Assignments**

According to the Collective Bargaining Agreement, faculty members must be informed in writing of what is generally expected of them in terms of the teaching, research, service, or other assigned duties for the year. When practical, the annual assignment should be communicated to employees no later than six weeks in advance of its starting date. The faculty member must be given the opportunity, upon written request, to discuss the assignment and any changes in the assignment with the individual responsible for making the annual assignment of duties prior to the final written assignment. If the initial conference does not resolve the faculty member’s concerns, an opportunity shall be made to discuss those concerns with an administrator at the next higher level.

### **Considerations in Assignment**

The assignment must provide faculty members who are earning eligibility for tenure and/or promotion with equitable opportunities, in relation to others in the department, to meet the research and service requirements for such status.

### **Assignment of Faculty Duties**

Assignments are delivered to the faculty in writing through [Archivum](#).

The chair/director of the academic unit bears the primary responsibility to make assignments. Faculty assignments for the new academic year need to be made at least six weeks prior to the beginning of the academic year and there must be a process in place to allow consultation and discussion between the chair and the faculty member. This process is normally carried out in the spring semester prior to the new academic year. The FIS has built in provisions to ensure that proper notification and consultation occurs. The [USF-UFF Collective Bargaining Agreement](#) (Appendix F) provides a formal process to dispute an assignment.

## **ANNUAL PERFORMANCE EVALUATION (ARTICLE 10.3.A)**

Each faculty member, including faculty members on phased retirement, on leave of absence, on compensated leaves, and on administrative appointments, shall be evaluated annually on the individual’s assigned duties and according to the percentage of assignment to teaching, research, service, and other assigned duties and responsibilities. The annual evaluation normally takes place during the spring semester.

The written evaluation results may be used for various purposes including seeking improvement in performance, understanding and dealing with the perceptions of faculty, dealing with programmatic considerations, determining salary increases, and making personnel decisions including reassignments and/or a change in responsibilities.

Faculty must be given a copy of the written annual evaluation no later than 30 days after the end of the term in which the evaluation was completed, and the faculty member shall be offered the opportunity to discuss it with the evaluator. Evaluation materials are confidential.



## Sources of Faculty Evaluation Information

While it is the responsibility of the employee to provide, in a timely manner, the information for evaluation, the person(s) responsible for evaluating the employee may consider, where appropriate, information from the following sources: scholarly activities provided by the employee, immediate sources: scholarly activities provided by the employee, immediate supervisor, peers, students, employee/self, other university officials who have responsibility for supervision of the employee, and individuals to whom the employee may be responsible in the course of a service assignment, including public school officials when an employee has a service assignment to the public schools, instructional materials and syllabi, awards for teaching excellence, direct classroom observation with proper notification as outlined in the CBA, and any other information that may be relevant or particular to the employee.

Materials for a faculty member's annual evaluation are transmitted using [Archivum](#). Information and training for this system can be found at: [usflearn.instructure.com/enroll/GGFXXK4](https://usflearn.instructure.com/enroll/GGFXXK4).

## Progress Toward Tenure and Promotion

As part of the annual evaluation process, faculty eligible for tenure should be informed in writing by the chair/director regarding their progress. The purpose of this evaluation is to provide meaningful assistance to tenure-earning faculty in order to help them attain tenure and promotion, including making assignments which afford the opportunity to meet the requirements of tenure and/or promotion. Administrators should carefully document all efforts made to assist tenure-earning faculty and should make direct, not subtle, efforts to point out deficiencies in performance which may later prevent a positive tenure recommendation.

## SUSTAINED PERFORMANCE REVIEWS (ARTICLE 10.3.B)

Tenured faculty members shall receive a sustained performance review once every seven years following the award of tenure or their most recent promotion. The purpose of the review is to document sustained performance during the previous six years and to encourage continued professional growth and development. Annual evaluations, including any documents included in the evaluation file, shall be the sole basis for the sustained performance review. Every department, or in some cases college, has written criteria that explicate the expectations for achieving each rating in teaching, research, and service.

A performance improvement plan will be developed only for those whose performance is identified as being consistently below satisfactory in one or more areas of assigned duties. The performance improvement plan shall be developed by the faculty member in concert with their supervisor and include specific performance targets and a time period of achieving the targets. The performance improvement plan shall be approved by the President or representative. Specific resources identified in an approved performance improvement plan shall be provided by the University. The supervisor shall meet periodically with the faculty member to review progress toward meeting the targets. It is the responsibility of the faculty member to attain the performance targets specified in the performance improvement plan.

## FACULTY SABBATICALS (ARTICLE 22.3)

The university will make available to each eligible faculty member whose application has been reviewed by the university, a sabbatical for two (2) semesters at half-pay. For each twenty-five (25) eligible faculty members,

the university will make available at least one sabbatical at full-pay for one semester. Sabbaticals are granted to increase an employee's value to the University through enhanced opportunities for professional renewal, planned travel, study, formal education, research, writing, or other experience of professional value, not as a reward for service.

The faculty member must return to the University for at least one (1) academic year following participation in the sabbatical program. Agreements to the contrary must be agreed in writing prior to participation. Salary received during the program may be required to be returned to the University in those instances where neither of the above is satisfied.

The faculty member must, within 30 days upon returning from the sabbatical, provide a concise written report of accomplishments during the sabbatical to the president or representative. This report shall include information regarding the activities undertaken during the sabbatical, the results accomplished during the sabbatical as they affect the faculty member and the university, and research or other scholarly work produced or expected to be produced as a result of the sabbatical.

### **Eligibility and Selection**

Faculty shall be eligible for the sabbaticals as follows: An employee may apply for a sabbatical in the sixth year of full time service or the year following tenure, whichever is later. An employee who is compensated through a contract or grant may receive a sabbatical only if the contract or grant allows a sabbatical and the employee meets all other eligibility requirements.

### **Application and Selection**

Each year the Office of the Provost sends a memorandum to all eligible faculty members, with a link to the sabbatical application form, calling for sabbatical applications to be submitted. On the sabbatical application, the faculty member may indicate that the application is for a one-semester at full pay or two-semester at half pay or both. Only one type can be awarded to the individual applying.

The Sabbatical Committee, composed of tenured faculty, and elected from employees eligible for sabbatical leave, will recommend for approval all completed applications for half-pay sabbaticals. Applications for one semester at full-pay are evaluated and graded on the quality of the research proposal. Other considerations include the benefits of the proposed program to the employee, the University and the profession; an equitable distribution of sabbaticals among colleges, divisions, schools, departments, and disciplines within the University; the length of time since the employee was relieved of teaching duties for the purpose of research and other scholarly activities; and length of service since previous sabbatical or initial appointment. No more than one employee in a department/unit need be awarded a sabbatical at the same time.

### **Compensation and Benefits During Sabbaticals**

Depending on what type of sabbatical was awarded, the faculty member will receive either full salary for one semester or half salary for two semesters. If a faculty member receives financial assistance during the sabbatical, the University may reduce the salary by that amount, so that the total income of the sabbatical period is comparable to the employee's normal salary. However, if outside funding assists in accomplishing the purposes of the sabbatical, consideration will be given to waiving the reduction.

Contributions normally made by the University to retirement and social security programs shall be continued on a basis proportional to the salary received. Contributions normally made to employee insurance programs and other employee benefit programs shall be continued during the sabbatical. Annual and sick leave for which the faculty member is eligible shall continue to accrue during the period of the sabbatical on the basis of a full-time appointment. Faculty members on sabbatical leave shall be eligible for promotion and salary increments.

### **OUTSIDE ACTIVITIES/CONFLICT OF INTEREST (ARTICLE 19) [ALSO SEE CHAPTER 4]**

No faculty member should engage in any regular or intermittent outside activities external to the University that interfere with the full discharge of the academic responsibilities of teaching, research, and service. “Outside activity” includes any private practice, private consulting, additional teaching or research, or other activity, compensated or uncompensated, which is above and beyond a faculty or staff member’s assigned duties and for which the University has provided no compensation. When outside activity is compensated within the university, such activity is governed by the Dual Employment Policy of that agency and appropriate forms must be completed and approved.

Outside activity disclosures are made through the [USF eDisclose System](#), available via [MyUSF](#) using your USF NetID. If the proposed activity is deemed to constitute a conflict of interest or commitment, the faculty member will be notified through the eDisclose System.

The determination of whether or not an outside activity is a conflict of interest is determined by Florida law (see Conflict of Interest, Chapter 4). Whether the activity interferes with the performance of assigned duties is the responsibility of the department/school chair/director or appropriate supervisor. However, the responsibility for complying with these provisions of Florida law is placed upon the faculty or staff member. If the faculty member desires to challenge the University’s determination in either case, they may request an expedited arbitration hearing under Article 20, Grievance Procedure. The faculty member may engage in such outside activity pending the decision of the arbitrator.

Outside activity approvals are in effect for a maximum of 12 months from their approval date. New outside activity reports must be submitted for outside activities continuing beyond a 12-month period.

If any university equipment, supplies, personnel, or space are to be used in any outside employment or activity, a specific written agreement covering the conditions under which such use is permitted, including an agreement for reimbursement to the University of any additional costs resulting from such use or an agreement that reimbursement is not required, shall be attached to the Outside Activity form.

### **NON-REAPPOINTMENT (ARTICLE 12)**

Faculty members are entitled to notice if they will not be offered further appointment. The timing of the notice is dependent on the individual’s length of service. Faculty members with less than two years of continuous University service are given one semester notice; faculty with two or more years of continuous university service are given one year of notice. Faculty who are on “soft money” (e.g., contracts and grants, sponsored research funds and grants and donations trust funds), who have five or more years of continuous university service as of June 30,

1991, are given one year's notice. Faculty who are appointed for less than one academic year, who are appointed to a visiting appointment, or are employed in an auxiliary unit are not entitled to notice of non-reappointment. Faculty who are on "soft money" (e.g., contracts and grants, sponsored research funds and grants and donations trust funds), except those described above, are entitled to ninety (90) days notice if employed for five or more years of continuous service but no notice is required if employment is in the first five years.

The CBA details the limited provisions under which an employee may file a grievance for non-reappointment. Any faculty member who receives notice of non-reappointment may, upon written request made within 20 days following receipt of notice, receive a written statement of the basis for the decision not to reappoint. Such written explanation shall be provided by certified mail or delivered in person within 20 days following the request.

### **LAYOFF (ARTICLE 13)**

A faculty member may be laid off at any time as a result of adverse financial circumstances; reallocation of resources; reorganization of degree or curriculum offerings or requirements; reorganization of academic or administrative structures, programs, or functions; or curtailment or abolition of one or more programs or functions.

Employees should be informed of layoff as soon as practicable and, where circumstances permit, employees with three or more years of continuous University service should be provided at least one year's notice; those with less service with at least six months notice. Formal written notice of layoff is to be sent by certified mail, return receipt requested, or delivered in person to the employee with written documentation of receipt obtained. The notice shall include effective date of layoff; reason for layoff; reason for shortened period of notification, if applicable; a statement of recall rights; a statement of appeal/grievance rights and applicable deadlines for filing; and a statement that the employee is eligible for consideration for retraining under the provision of Article 22.4, for a period of two years following layoff.

No tenured faculty member shall be laid off if there are non-tenured faculty members in the layoff unit. No untenured faculty member with more than five years of continuous university service may be laid off when there are such employees with five years or less of service. Otherwise, the decision as to which faculty will be retained will be made upon consideration of length of service, performance evaluation, academic training, professional reputation, teaching effectiveness, research/creative productivity, and service.

The university must make a reasonable effort to find an appropriate alternative or equivalent position within the university. If the faculty member is not re-employed in the same or similar position, the University must offer the faculty member re-employment within two years following initial notice of non-reappointment, should the same or similar position become available.

### **RESIGNATION (ARTICLE 12.5)**

Faculty members are expected to submit a written notice of their resignations. Faculty members who resign have the professional obligation, when possible, to provide the University at least one semester's notice. In submitting

resignations, faculty with instructional duties are expected to comply with the specific end dates of their contracts.

### **FACULTY BENEFITS (ARTICLES 17, 24, 25, & 26)**

USF offers an array of benefits to its employees. For faculty, some of these are reflected in the Collective Bargaining Agreement (see the articles referenced above) while others are made available as a matter of university policy. Major benefits include options for several retirement programs, several health, dental, life, and disability insurance policies from which to choose, sick leave, annual leave for 12-month employees, paid parental leave, an employee assistance program, and an employee educational benefit. For the most current listing of the full contingency and current details of benefits available to faculty members, readers are referred to the Human Resources Employee Benefits website; links to specific topics can be accessed through the [HR Benefits website](#).

### **POST-RETIREMENT EMPLOYMENT**

There are statutory and local restrictions on the re-employment of employees who have retired from Florida agencies or institutions as participants in one of the existing retirement options. See [USF Policy 0-614](#) for details.

# Chapter 10: University Services and Resources

## ATHLETICS DEPARTMENT

USF hosts an NCAA Division 1 athletics program, and is affiliated with the [American Athletic Conference](#). USF fields a total of 15 men's and women's teams. Home football games are played in [Raymond James Stadium](#), where a special section is reserved for USF faculty and staff and special ticket-season prices made available. All other athletic events are held in facilities concentrated in an athletic district on the northeast quadrant of the campus. USF is currently building an on-campus stadium, expected to be completed in 2026. This stadium will be used for home football games, homes women's lacrosse games, concerts, and acclivities that will benefit USF's mission. For more on the stadium, see: [usf.edu/stadium](http://usf.edu/stadium)

## BOOKSTORES

The [USF Bookstore](#) operates on all three campuses., and the university partners with Follett to manage each store. In the spirit of OneUSF, I think we should either describe the layout of all three bookstores, or none of them. We should certainly not privilege the Tampa campus store. I don;t know enough about the other stores to describe the layouts here; consequently, I opted to delete that language. The Bookstore also features a special section for published USF faculty and hosts two faculty/staff appreciation sale days, one in the spring and one in the fall, for the benefit of the university community.

The USF Bookstore orders thousands of titles each term for faculty and academic departments on all campuses. Textbook orders are generally submitted through Follett's online adoption tool, Follett Discover; however, special orders for faculty can be made on request by contacting the Bookstore. In addition to traditional and digital textbooks, the Bookstore can work with faculty to produce coursepacks. Custom-made coursepacks can include professor's notes, textbook chapters, short stories, journal articles, and magazine articles. The Bookstore can assist in the process from permissions to production, and all custom published course materials are shelved with other textbooks for the course.

## BULL RUNNER – SHUTTLE SERVICES

[Parking & Transportation Services](#) operates the campus [Bull Runner](#) (Shuttle Service) which is available to all USF faculty, staff, students, and visitors on the Tampa campus. The unit also operates the Mall Express shuttle from the Marshall Student Center to the University Square Mall.

## CAMPUS RECREATION

[Campus Recreation & Wellness](#) is one of the programs and services coordinated under the [Division of Student Success](#). The director of Campus Recreation is responsible for the administration of intramural sports, fitness programs, outdoor recreation, special events, and the Campus Recreation facilities. A wide variety of services and activities are provided. Memberships are available for faculty members and their families at rates very competitive with those of community recreational facilities.

## COMMUNICATIONS AND MARKETING

[University Communications and Marketing](#) provides services to the university community in shaping the institution's brand identity, and is the media's primary source of news and timely information about USF. The vice president for Communications and Marketing serves as the official spokesperson for the university. Please see the website to review the full range of services, activities, and guidelines that are provided.

## USF COMPUTER STORE

The [USF Computer Store](#) provides personal and institutional computer sales and service for the USF community. Visit the store in person on the first floor of the Marshall Student Center. Fee-based professional computer repair services are available on the first floor of the library. Information Technology also provides several software licenses for the benefit of the USF community. Free software is available to be locally downloaded from the [IT Website](#), while several software licenses are also available at a reduced price through the USF Computer Store. Software available includes a broad array of popular word processing, spreadsheet, database, graphics, statistics, as well as virus protection.

## CONTEMPORARY ART MUSEUM

The [USF Contemporary Art Museum \(CAM\)](#) brings to the university and the Tampa Bay community vital, investigative, and scholarly contemporary exhibitions, while simultaneously contributing to the dialogue within the international arts community by organizing exhibitions, producing relevant catalogues, scheduling critically significant traveling exhibitions, and underwriting experimental projects by artists emerging on the national and the international fronts.

Parallel to this purpose is an ongoing commitment to provide the educational underpinnings necessary for the assimilation of issues at the core of contemporary art for an audience that includes community and corporate members, students, faculty, staff, administrators, scholars, critics, historians and artists.

The museum's educational philosophy, consistent with the approach to exhibitions, is to contribute to the ongoing research of leading artists, critics, and historians by organizing symposia, conferences, and lectures to discuss and analyze current issues in art and society. The museum is a laboratory for scholars, museum professionals, students, interns, and artists. The USF CAM collects and maintains a collection of contemporary art and makes it available as a visual library for enrichment to a broad and varied constituency through loans and direct access. The USF CAM administers the Public Art Program which develops major, permanent, site specific projects designed by the leading contributors to the field of public art on USF campuses and oversees their care and preservation.

## CENTER FOR VICTIM ADVOCACY & VIOLENCE PREVENTION

The [Center for Victim Advocacy & Violence Prevention](#) is available to assist all USF students, employees, and visitors who are victims of actual or threatened violence and abuse. This includes but is not limited to battery, assault, domestic/relationship violence, sexual harassment, stalking, sexual battery (date rape, acquaintance rape, stranger rape), attempted sexual battery, childhood victimization, sexual violence, robbery, and prior assault. The Victims' Advocacy Program provides 24-hour crisis intervention, support and referrals. Police involvement is not necessary to receive services from an advocate.



The mission of the center is to empower survivors of crime, violence or abuse and prevent victimization by promoting the restoration of decision making and control to survivors, by advocating for their rights and honoring their experiences, and through education and collaboration, fostering a safe university community that respects the rights and dignity of all. Referrals are made to the USF Counseling Center for students and the Employee Assistance Program for employees as well as individual therapists and support groups within the surrounding area.

The advocate can be a liaison at the request of the victim with an employer, parent, landlord, creditor, professor, or any other campus or community related entity to assist with the financial, emotional, physical and academic hardships that often follow victimization. USF's [Center for Victim Advocacy & Violence Prevention](#) assures confidentiality to persons who utilize program services. Clients' names, faces, identifying information and personal information will be kept confidential, unless an advocate receives written permission to release the information to a third party or unless one of the following exceptions is met: knowledge of suicidal or homicidal thoughts, knowledge that child/elder abuse has occurred, information court ordered by a judge, or evidence of sexual harassment.

Staff members of the [Center for Victim Advocacy & Violence Prevention](#) are available to speak to campus and community groups about the Advocacy Program and other related topics.

### **EMPLOYEE EXPERIENCE TEAM**

The [Employee Experience Team](#) at the University of South Florida (USF) provides vision, leadership, and guidance to the USF Community. The Team supports the university's mission of Inclusive Excellence in teaching, research, service, and community engagement by fostering an inclusive culture for the OneUSF campus community. The Team supports and implements the USF Strategic Plan In Pursuit of Excellence.

### **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

USF's [Employee Assistance Program \(EAP\)](#) is a service program designed to assist employees with personal, family, or workplace concerns/issues. From online resources to confidential telephonic consultations to referrals and licensed behavioral health professionals, the EAP is here to help you make the changes necessary to reduce stress, strengthen relationships, increase productivity and improve the overall quality of your life. Services are provided by Magellan Health Services, a national leader in behavioral health care.

### **EMPLOYEE PERKS & DISCOUNTS PROGRAM**

USF has arranged for faculty members to receive discounts on goods and services from a variety of vendors across the Tampa Bay metropolitan region. Human Resources has created a [perks & discounts website](#) that describes the program and provides several lists of participating businesses.

### **HR LEARNING AND TALENT DEVELOPMENT**

[HR Learning and Talent Development](#)'s mission is to maximize university resources by developing people and processes to achieve effectiveness, efficiency, and productivity. To achieve this mission, services are customized to address specific organization development and process improvement needs of staff and teams. Skill-building programs are provided throughout the year and customized training is available to meet short- and long-

term goals. Other services available to staff and teams are retreats, assessment and customized organization development initiatives. Learning and Talent Development also offers access to its library, which includes over 500 books, videos, and cassettes on topics such as leadership, communication, change management, and customer service. For more information, visit our website.

## **INTERNATIONAL SERVICES**

[International Services \(IS\)](#) at USF, a division of [USF World](#), is the main administrative and immigration advising office for more than 1,400 international students and 200 research scholars from over 130 countries. The IS office is located in the Patel Center for Global Solutions, Room 101 on the Tampa campus.

The main IS services include:

- Advise international students, scholars, and staff regarding immigration compliance, visa status maintenance and acculturation issues.
- Offer workshops on employment, career planning, cultural adjustment and other topics.
- Develop, plan, conduct and implement orientation programs for new students and scholars.
- Collaborate with other USF departments to increase the level of understanding regarding immigration issues and the role of International services.
- Promote cross cultural understanding by working with USF departments and other on campus organizations to plan events and inform students and scholars about upcoming activities, via listserv, email and the USF World website.

## **OFFICE OF THE GENERAL COUNSEL**

The [Office of the General Counsel](#) provides professional legal advice, representation, and counsel to USF including USF Health and campuses in Tampa, St. Petersburg, and Sarasota-Manatee. Our experienced attorneys and support team work closely together to provide responsive, timely and accurate legal advice and counsel to USF including its component units, direct support organizations and the Board of Trustees. Our daily work is focused on facilitating the implementation of USF's strategic vision, priorities and goals. We remain dedicated to a tradition of excellence, professionalism, fairness, ethics and diversity. Our attorneys combine many years of service in higher education and we look forward to empowering our clients with the legal knowledge needed to enhance independent decision-making.

## **OMBUDS OFFICE**

The [USF Ombuds Office](#) directly supports all valued faculty, staff, and administrators across the USF. In doing so, we are dedicated to advancing USF's strategic mission and promoting the continued and unbounded success of our employees and the students we serve. Our professional services include identifying strategies and options to resolve and prevent workplace conflict, informal mediation, explanation of regulations and policies, and a variety of initiatives to co-create the USF workplace of tomorrow.

## **PARKING & TRANSPORTATION SERVICES**

[Parking & Transportation Services](#), located in the Parking and Transportation Building (PSB) at 13311 USF Plum Drive on the Tampa campus, is responsible for issuing USF parking permits to students, staff, faculty, and visitors; distributing campus maps and parking regulations; providing assistance to students, visitors, faculty and staff through the [Motorist Assistance Program \(MAP\)](#); managing the Campus Information Center located at the main entrance to the Tampa campus; issuing campus parking alerts; and constructing and maintaining parking lots and facilities on the Tampa, St. Petersburg, and Sarasota campuses.

The [Motorist Assistance website](#) gives information on what to do if encountering car trouble while on the Tampa campus. It may be helpful to print and keep in your vehicle. Please be aware that university personnel will not open cars for individuals who have locked their keys inside, but will assist in contacting a locksmith.

## **TEXTBOOK AFFORDABILITY PROJECT (TAP)**

There has been considerable concern in recent years over the increasing price of textbooks and other course materials. This issue is often cited as a significant financial challenge for many of today's college students. The Florida Legislature has produced legislation specifying that faculty should assist students who, for financial reasons, are having trouble obtaining textbooks required for their classes. This obligation can be met by referring students to the [Textbook Affordability Project website](#). This site contains an abundance of information regarding options for students to gain access to their needed course materials. As well, the site has informational resources for faculty about ways in which to provide affordable materials for their students.

## **USFCARD**

The [USFCard](#), a multi-functional identification card with a digitized photo, provides electronic identification and validation for a variety of university services and functions such as library services. All faculty and staff must obtain and carry the USFCard while on campus. An account may be established that is associated with the card so that it may also be used like a debit card in campus copy machines, vending machines, and at selected USF vendors on campus. Replacement cards cost \$15 and can be obtained at the following card centers:

- Tampa campus: Student Services Building (SVC) 1032
- Sarasota-Manatee campus: 8350 N. Tamiami Trail in B116
- St. Petersburg campus: Bayboro Hall, BAY 223

## **USF CLUB**

The [USF Club](#) is a social group for faculty, staff, and friends of the university. Monthly gatherings with food and drink are held, and well as tailgates before each home football game. Annual dues can be paid by check, credit card, or if currently employed at USF, through payroll deduction.

## **USF FEDERAL CREDIT UNION**

[USF Federal Credit Union \(USF FCU\)](#) is a not-for-profit cooperative, owned by member-owners. Its primary field of membership consists of faculty, staff, and students at USF, but also includes members of the USF Alumni Association and other affiliated organizations. USF FCU offers the official Visa® credit and debit card with USF designs and logo. Every purchase made provides support to the USF Alumni Association and student programs.

From Tampa to Orlando to Sarasota, there are convenient branch facilities (several on or near the USF campus, including the Marshall Student Center) as well as access to accounts at more than 5,000 shared branches and 30,000 fee-free ATMs across the country. Members can conveniently manage all of their finances 24/7 through online banking. The USF FCU mobile app provides the added benefit of mobile check deposit, branch and ATM locators, easy transfers, alerts, and heightened security with fingerprint ID. Once you are a member, you can remain a member for life, regardless of where your career may take you.

### **WUSF PUBLIC MEDIA**

WUSF 89.7 and Classical WSMR 89.1 & 103.9 are the [public radio stations](#) licensed to USF. The stations serve a combined monthly audience of more than 1.2 million people in the 10-county area of west central Florida. Main studios are on the Tampa campus with a production studio on the St. Petersburg campus and a performance studio on the Sarasota-Manatee campus.

WUSF 89.7 is an NPR news station with all night jazz and Classical WSMR 89.1 & 103.9 is devoted to classical music. WUSF is also available on HD Radio and airs WUSF 89.7 on HD1, WSMR on HD2 and USF student-run Bulls Radio on HD3. The free WUSF app and [wusf.org](#) provide streaming and additional content.

[IntellisMedia](#) is WUSF's production center, and serves university and community clients with full video production services.



UNIVERSITY OF SOUTH FLORIDA

# Faculty Handbook

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